DOCUMENT RESUME

ED 296 973 SP 030 372

TITLE	School Staff Report. Certified Professional Staff in the 165 Towns and Regional School Districts of Connecticut in September 1986.
INSTITUTION	Connecticut State Dept. of Education, Hartford.
PUB DATE	88
NOTE	69p.
PUB TYPE	Reports - Research/Technical (143) -- Statistical Data (110)
EDRS PRICE	MF01/PC03 Plus Postage.
DESCRIPTORS	*Administrators; Elementary Secondary Education; *Professional Personnel; *Public Schools; *Public School Teachers; *Staff Role; State Legislation; Teacher Salaries; Teacher Student Ratio; Teaching Experience
IDENTIFIERS	*Connecticut

ABSTRACT

This tenth annual School Staff Report presents information on the certified professional staff in the 165 public school districts in Connecticut. Certified professional staff includes teachers, support staff (counselors, psychological examiners, school psychologists, social workers and reading consultants) and administrators. Descriptive information includes data on sex, race, age, education, prior Connecticut teaching experience, salary, salary growth, and assignments. Information is included on: (1) staff working with prekindergarten youngsters; (2) teachers in computer education; (3) school business officials; and (4) change in the calculation of the proportion of time allocated to administration for teachers with administrative duties. A special section has been added to illustrate some of the effects of Connecticut's Education Enhancement Act. (JD)

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SCHOOL STAFF REPORT

Certified Professional Staff in the 165 Towns and Regional School Districts of Connecticut

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SCHOOL STAFF REPORT

Certified Professional Staff
in the 165 Towns and Regional
School Districts of Connecticut
in September 1986

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This tenth annual *School Staff Report* presents information on the certified professional staff in the 165 public school districts in Connecticut. Certified professional staff includes teachers, support staff (school counselors, psychological examiners, school psychologists, social workers and reading consultants) and administrators. Descriptive information includes data on sex, race, age, education, prior Connecticut teaching experience, salary, salary growth, and assignment.

Prior to 1978, staff data for teacher certification and for this report were collected by the State Department of Education on form ED004. Because it partially duplicated the data collected on form TRB-3 by the Teachers' Retirement Board, the two forms were merged in 1978, reducing the reporting requirements of local districts. This unified data collection now provides the Teachers' Retirement System with the list of active teachers and their salaries, the State Department of Education's Bureau of Certification and Accreditation with the assignments of teachers (which are checked against their certification), and the State Department of Education's Office of Research and Evaluation with the information for the *School Staff Report* and other reports.

The four changes made to last year's report have been retained for this year as well and represent permanent changes. These are (a) the identification of staff working with prekindergarten youngsters, (b) the identification of teachers in computer education, (c) the identification of school business officials and (d) a change in the calculation of the proportion of time allocated to administration for teachers with administrative duties.

Of the four changes, the last two affect the statistics the most. Previously, the school business official position was not a certified position and therefore not classified as a primary assignment. In 1985 school business officials were included in the administrative statistics. This raised reported administrative staffing ratios compared to earlier years.

The second important change is the proportion of time allocated to administration. This was changed to align it better with district practice and teacher certification regulations. Similar to last year, a second assignment was assumed to take up to 40 percent (2 of 5 teaching periods) of a teacher's work load, and an administrative third assignment was assumed to take up 20 percent (1 teaching period) of the teacher's load. Teachers are permitted to work in an administrative capacity up to 20 percent of their time without an administrative certificate. Prior to 1985 an administration code in the second assignment was assumed to be 25 percent of the teacher's load. The effect on a town's administrative ratio will vary with individual circumstances. Caution should be exercised when making comparisons with earlier reports.

This year a special section has been added to illustrate some of the effects of Connecticut's Education Enhancement Act. Three sections of the act are directly related to the subject matter of this report and are, therefore, discussed separately.

The impact of minimum salary aid is demonstrated by comparing renegotiated or enhanced 1986-87 starting teachers' salary schedules with the original 1986-87 starting salary schedules. The rates of change in salary levels are also presented by comparing renegotiated salaries with original 1986-87 salaries and with 1985-86 salaries. The same format is also used to present the impact of the renegotiated salaries of experienced teachers. Note that enhanced teacher salaries are presented in this section only. Salary information presented in the Statewide and District-by-District Summary sections and related appendices is based on original 1986-87 data.

Teacher-pupil ratio is the third provision discussed in the new section of this report. The distribution of eligible staff positions and the extent to which the positions were filled comprise the data for this area. Individual district information is presented for each of the three new sections in separate appendices.

Significant facts about the certified professional staff in the 165 local public school districts are summarized here. In each case the table, figure or page in the report from which the information was taken is referenced. The reader is encouraged to look there for more specific details. Highlights identified by '•' denote Connecticut education indicators as identified in *Meeting the Challenge: Condition of Education in Connecticut, Elementary and Secondary, 1986* (Connecticut State Department of Education, 1987).

- o There were 36,929 full-time staff in September 1986. This is 417 more than last year but 741 (2.0%) below the count of five years ago (see Table 1).

- o Increased numbers of staff over last year occurred among elementary teachers (+235), content specialists (+108), special education teachers (+119) and support staff (+21). The number of special education teachers has increased by 939 (32.6%) since 1978.

- • Women held 24.0 percent of the administrative positions, the highest percentage ever recorded (see Appendix A). Their number in these positions increased by 65 over last year. Minorities held 7.1 percent of the administrative positions compared to 6.8 percent one year ago. This represents an increase of 7 positions.

- o There were 2,054 full-time staff who left (retired, resigned, on leave, on sabbatical, etc.) between September 1985 and September 1986. In September 1986, 997 staff with no prior Connecticut experience and 1,319 experienced (returning) staff filled the vacant positions and newly established positions (see pages 3 and 4).

- • The mean salary of teachers and support staff was $29,437, an increase of 8.9 percent over last year (see Figure 1). The National Education Association estimated the average Connecticut teachers' salary to be ranked 3rd among the 12 New England and Mideast states and 7th nationally.

- o The mean salary increase of the full-time teachers and support staff active in both 1985-86 and 1986-87 was 11.1 percent (see Figure 2).

- o The mean salary of administrators was $45,862, an increase of 8.1 percent over last year. Superintendents averaged $57,243 and principals' average salaries ranged from $45,246 for those in elementary schools to $50,641 for those in high schools (see Figures 3, 4 and 5).

- o The mean salary increase of an administrator holding the same position in both 1985-86 and 1986-87 was 9.1 percent (see Figure 6).

- The average age and experience of the teaching and support staff have been increasing. Currently they average 42.6 years old and have 13.8 years of Connecticut teaching experience. Administrators averaged 48.1 years old and had 20.8 years of experience (see Figures 7, 8, 9 and 10).

- Three of every four teachers and support staff have earned an advanced degree and 79.7 percent of administrators hold a sixth-year certificate or doctorate (see Tables 2 and 3).

- The number of teachers per thousand students averaged 71.4 statewide, and ranged from 62.5 to 87.9 among K-12 districts (see Tables 4 and 6 and Appendix C).

- The number of support staff per thousand students averaged 5.8 statewide, and ranged from 3.0 to 10.0 among K-12 districts (see Tables 5 and 6 and Appendix C).

- There was an average of 7.8 administrators per hundred nonadministrators with a range statewide of 2.8 to 14.6 (see Table 7 and Appendix D).

- An analysis of district-by-district means of full-time nonadministrative staff revealed a median (1) salary of $27,550, (2) Connecticut teaching experience of 13.1 years, (3) percent of inexperienced professionals of 2.6, (4) age of 41.9 years, and (5) percent with an advanced degree of 72.9 (see Figures 11, 12, 13, 15 and 16).

- Starting salaries paid to inexperienced staff with a bachelor's degree ranged from $13,679 to $21,658 and averaged $17,096 (see Figure 14).

- The statewide average enhanced salary was $30,410. This represents an increase of $973 (3.3%) over the average 1986-87 original salary of $29,437 and $3,375 (12.5%) over the average 1985-86 teacher salary (see page 21).

- The median enhanced minimum salary for teachers was $20,000. The median increase or salary growth from 1986-87 original to enhanced minimum salaries was $1,992. The median percentage increase from 1985-86 to original 1986-87 levels was 9.9 percent and from 1985-86 to enhancement was 25.8 percent (see Figures 17 and 18 and Appendix E).

- The typical district salary increase for experienced teachers was $891. The median percentage increase from 1985-86 salary levels to original 1986-87 salary levels was 9.9 percent. From 1985-86 to enhanced 1986-87 salary levels the percentage increase was 14.1 percent (see Figures 19 and 20 and Appendix F).

- Thirty-four districts were eligible to receive aid to hire new staff. Of the 240 positions made available, 210.3 were filled. Most districts eligible to hire new staff improved their staffing ratio at a rate that exceeded the statewide rate (see Table 8 and Appendix G).

This report presents information on the 36,929 full-time and 1,694 part-time (37,872.0 full-time equivalent) certified professional staff employed as of September 1, 1986, in the state's 165 local and regional public school districts. The full-time equivalent (FTE) count represents 94.5 percent of the 40,088.2 FTE staff in all public educational facilities. The remainder are employed in the state regional vocational-technical schools (1,107.0), the regional educational service centers (417.6), E. O. Smith and the three endowed and incorporated academies (300.8), and the three state-run unified school districts (390.8).

Number of Staff

The local public schools' 36,929 full-time and 1,694 part-time professionals have been categorized into 73 teaching and administrative assignments (see Appendix A). These assignments have been consolidated into six areas for analysis. The general elementary area includes kindergarten and elementary school teachers. Content specialists are teachers of mathematics, English, foreign languages, social sciences, natural and physical sciences, the arts, physical education and other subjects outside of special education or vocational education. The support staff area includes guidance counselors, school psychologists, psychological examiners, social workers and reading consultants. Special education, vocational education and administration are the three remaining areas. District-by-district counts for the five nonadministrative areas are presented in Appendices B and C. Administrative counts are separated into central office and school-level administration in Appendix D. The number of full-time staff in each of these six areas from 1978 through 1986 is presented in Table 1.

In 1986 there were 11,794 full-time teachers in the general elementary area, 13,996 in subject areas, 3,820 in special education and 2,381 in vocational education. Also, there were 2,563 support staff and 2,375 administrators, including 1,577 in the schools and 798 in the central office. Compared to last year, all areas except vocational education increased. Three of the fifteen new administrators were central office administrators. School business officials accounted for 75 of the 798 central office administrators. This represents a decrease of four business officials since last year. There were also 17 more subject area supervisors reported this year. Overall, the 1986 count of full-time staff was 417 (1.1%) above that of last year.

Between 1978 and 1983 the number of full-time staff declined by 3,662 (9.3%). Since 1983 it has increased by 1,013 (2.8%) for a net decline between 1978 and 1986 of 2,649 (6.7%). The number of elementary teachers increased for the third consecutive year and now is 514 above the 1983 low, but 1,392 below the 1978 count. The number of content area teachers increased for the second consecutive year since these data were first recorded in 1978, but the decline in the number of vocational education

Table 1
Distribution of Full-time Staff
By Assignment Area 1978 to 1986

Year		Teachers: General Elementary	Teachers: Content Specialist	Teachers: Special Education	Teachers: Vocational Education	Support Staff	Administrators	Total
1986	No.	11,794	13,996	3,820	2,381	2,563	2,375	36,929
	Pct.	31.9	37.9	10.3	6.4	6.9	6.5	100.0
1985	No.	11,559	13,888	3,699	2,464	2,542	2,360	36,512
	Pct.	31.7	38.0	10.1	6.7	7.0	6.5	100.0
1984	No.	11,431	13,755	3,570	2,536	2,494	2,260	36,046
	Pct.	31.7	38.2	9.9	7.0	6.9	6.3	100.0
1983	No.	11,280	13,837	3,462	2,591	2,468	2,278	35,916
	Pct.	31.4	38.5	9.6	7.2	6.9	6.3	100.0
1982	No.	11,620	13,953	3,452	2,662	2,515	2,287	36,489
	Pct.	31.8	38.2	9.5	7.3	6.9	6.3	100.0
1981	No.	12,261	14,348	3,440	2,753	2,560	2,308	37,670
	Pct.	32.5	38.1	9.1	7.3	6.8	6.1	100.0
1980	No.	12,580	14,891	3,364	2,839	2,622	2,328	38,624
	Pct.	32.6	38.6	8.7	7.4	6.8	6.0	100.0
1979	No.	12,833	15,384	3,141	2,870	2,676	2,300	39,204
	Pct.	32.7	39.2	8.0	7.3	6.8	5.9	100.0
1978	No.	13,186	15,613	2,881	2,930	2,683	2,285	39,578
	Pct.	33.3	39.4	7.3	7.4	6.8	5.8	100.0

teachers continued. The number of content area teachers increased by 108 in the past year but is 1,617 below the 1978 level. The number of vocational education teachers declined 83 teachers in the past year and now is 549 (18.7%) below the 1978 level. The number of special education teachers continued to climb. It increased by 121 the past year and by 939 (32.6%) since 1978. Although the number of support staff has increased by 95 over the past three years, the count is still 120 below the 1978 level. The administrative count has fluctuated due to actual changes in the number of administrators and the changes in reporting emphasis and requirements. The current count of 2,375 is 15 above last year and 47 above the previous high recorded in 1980.

The change in staff has been one response to the enrollment decline. Another has been a decrease in the number of students per teacher. Between

1978 and 1986, enrollment in the 165 local public school districts declined 20.9 percent from 572,655 to 453,121. As the staff decline was only 6.7 percent in that period, the number of students served by one full-time staff member fell from 14.5 to 12.3. Even when the number of full-time special education students is removed from the pupil count and the staff count is restricted to regular classroom teachers (elementary, content specialists, and vocational), the number of students per teacher improved from 17.7 in 1978 to 15.7 in 1986.

The 36,929 full-time staff members serve at several school levels. The combined total of 16,106 staff in elementary schools and 152 in prekindergarten settings was 640 (4.0%) more than last year. In 1986, the 7,392 count of staff in middle or junior high schools was 132 (1.8%) more than the prior year. Senior high schools had 10,790 staff in 1986, 98 more than the prior year. There were also 699 staff in combination junior/senior high schools and 1,638 with systemwide duties. Except for K-5, these changes did not follow the pattern of changing enrollments, which were up 2.9 percent in grades K-5, down 2.8 percent in grades 6-8 and down 3.3 percent in grades 9-12 over the past year. The remaining staff did not serve elementary and secondary students in the public schools. Sixty-two were reported on paid leave, 32 worked in adult education and 54 served students in nonpublic schools under CGS 10-217a, which provides health and welfare services for children in nonprofit private schools.

Women represented 64.3 percent of the professional staff compared to 63.4 percent one year ago and 61.2 percent five years ago. (See Appendix A for the current percentages by assignment.) They held jobs in all areas of education but predominately as elementary and special education teachers, where they represented 84.9 percent and 86.1 percent of the staff, respectively. While women represented 51.2 percent of subject area teachers, there was wide variation in representation within individual subjects. In mathematics and sciences, women were 47.1 percent of mathematics teachers, 37.5 percent of biology teachers, and 11.5 percent of physics teachers. Women were also 82.6 percent of library/media specialists, 77.6 percent of French teachers, and 30.6 percent of social studies teachers.

Although women made up 44.2 percent of vocational education teachers, there were several sex-stereotyped jobs. Almost all of the home economics teachers and almost none of the industrial arts teachers were women.

In administration, 334 women held positions at the school level and 236 women held central office positions (including 20 school business officials). These numbers represented 24.5 percent of the administrative staff, the highest percentage since these statistics have been recorded. The percentage for the previous year was 21.4 while five years ago it was 16.7 percent. More than 40 percent of the subject supervisors and pupil personnel directors are women, as are about 29 percent of the general supervisors and other administrators. Women comprise 22.5 percent of the vice principals, 18.6 percent of the principals, 15.7 percent of the assistant superintendents and 5.8 percent of the superintendents.

Minorities made up 6.2 percent of the full-time professional staff, 0.1 percent more than last year (see Appendix A). Areas in which minorities made up more than ten percent of the nonadministrative staff included bilingual (69.0%), Spanish (13.9%), skilled trades (11.9%), government-law teachers (11.5%), and social workers (16.1%). Minorities made up 6.9 percent of all administrators including 12.4 percent of vice principals, 11.1 percent of the adult education directors, 9.7 percent of other administrators and 6.7 percent of the principals. For additional information on minority staff refer to the State Department of Education's *Minority Students and Staff Report*.

The turnover of full-time staff between September 1985 and September 1986 was 5.6 percent or 2,054 professionals. Last year the turnover rate was 5.8 percent. The percentage of leavers within the six assignment areas varied. Special education had the highest turnover with 7.9 percent of the 1985 staff (301 of 3,820) leaving. This was followed by administration (6.8%), vocational education (6.3%), support staff (5.6%), elementary teachers (5.0%) and subject area teachers (5.0%). The reasons for leaving were not ascertained this year. However, 311 of the leavers (15.1%) had a combination of age and experience (20 years of experience at age 55 or 35 years of experience) that would entitle them to regular retirement benefits.

To fill the vacant positions and new positions established by local boards of education, there were 997 beginning full-time staff (those with no prior Connecticut experience), and 1,319 returning staff (those with prior Connecticut experience but not active in September 1985). There were 975 beginning teachers in September 1985.

More than four of five beginning teachers and support staff were females, 11.0 percent were minorities, and 36.9 percent held an advanced degree. Their median age was 29 years and median salary was $19,000. Compared to last year's beginning teachers, more of this year's group are minorities and holders of an advanced degree. The median age is one year greater than last year and reported salaries increased by 11.1 percent.

More than 93 percent of the current full-time teachers and support staff and more than 98 percent of the full-time administrators were active last year either in teaching or administration. They are classified as "continuing" staff. Of the 32,279 full-time continuing teachers and support staff, 31,901 were full-time teachers and support staff in September 1985, 355 were part-time and 23 were administrators. Of the 2,318 full-time continuing administrators, 2,176 were full-time administrators in 1985, and 142 had moved from positions as teachers or support staff into administration.

Salary

Salaries have been analyzed by type of position. Teachers and support staff are presented together because they both are paid according to the negotiated teachers' salary schedules. Administrative salaries include those paid according to negotiated administrative salary schedules and individual local school board-administrator contracts.

Teachers and Support Staff. The mean salary of teachers and support staff in September 1986 was $29,437, an increase of $2,402 (8.9%) over last year and $10,319 (54.0%) over five years ago. The National Education Association reported that our 1986-87 average teachers' salary is ranked 7th nationally and 3rd of the 12 New England and Mideast states. Our percent growth in salary over last year was ranked second only to New Hampshire in the 12-state region. As a second reference, the American Federation of Teachers reported that the average teachers' salary in Connecticut ranked 7th in the nation and 4th in the New England and Mideast regions. This is an improvement from 11th last year and 20th in 1980-81. The gains rank Connecticut as one of the three states in the country with salary increases over 70 percent over the past six years. As a final reference, the September Consumer Price Index rose 1.8 percent over last year and was up 18.2 percent over five years ago.

The Connecticut median salary, that earned by the teacher in the center of the distribution, was $30,525. About 11 percent of the teachers and support staff earned $20,000 or less, while 19.4 percent earned more than $35,000. Figure 1 displays the range of salaries earned by the state's 34,554 full-time teachers and support staff.

Teachers' 1986-87 salary schedules ranged from a low of $13,679 for a starting teacher with a bachelor's degree in Wolcott to a high of $45,404, for a teacher with 90 credits beyond the bachelor's degree and 15 years experience in New Canaan. Since compensation for administrative or supervisory duties or an extended work year is included in the reported salaries, some salaries exceeded the published maximums. In 1986, 1,460 teachers (4.2 percent) reported having secondary administrative assignments. The reported salaries do not include payments for extra duty assignments or coaching.

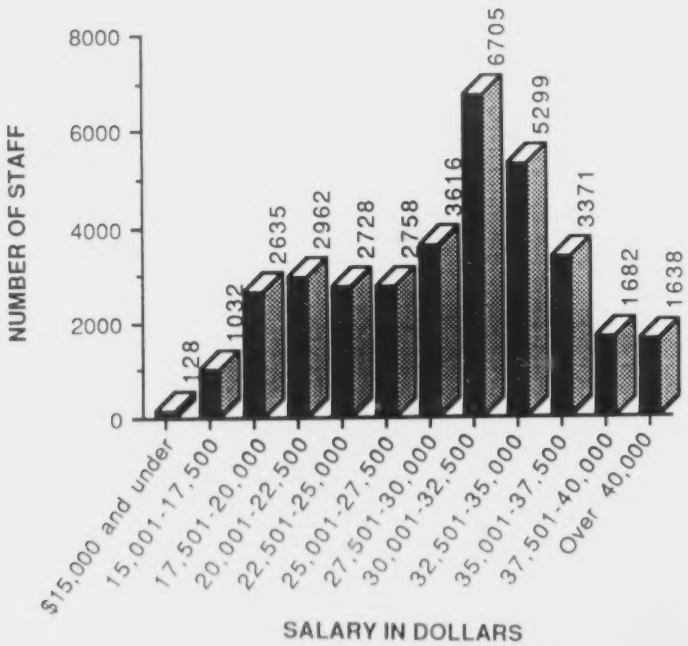

Figure 1
Salary of Full-time
Teachers and Support Staff

Because the statewide mean salary increase of 8.9 percent between 1985 and 1986 is based upon salary raises and changes in staff, the best way to determine the salary increases realized by the staff is to examine the change in salary from September 1985 to September 1986 for the 31,803 staff who were full-time teachers or support staff both years and who were not on paid leave either year. This number represents 92.0 percent of current full-time teachers and support staff.

The mean salary increase of the full-time continuing nonadministrators was 11.1 percent. As can be seen in Figure 2, there were considerable differences in the raises reported between 1985 and 1986: about 13.6 percent of the group earned raises between 5 and 8 percent; 53.0 percent earned raises between 8 and 11 percent, 16.0 percent earned raises between 11 and 14 percent, 8.6 percent earned raises between 14 and 17 percent; and 3.7 percent earned raises between 17 and 20 percent. Raises of less than 5 percent were reported by 1.0 percent, and raises of 20 percent or more were reported by 4.1 percent of the teachers and support staff. In addition to the negotiated increases in the salary schedule, some extreme values reflect the addition or loss of an additional teaching or administrative responsibility or a change in work year.

Teachers on the lower end of the salary scale had larger salary increases than those on the upper end of the salary schedule. Those earning under $15,000 in 1985 had salary increases that averaged 13.3 percent; those earning between $15,000 and $20,000 had average salary increases of 12.8 percent; those earning between $20,000 and $25,000 had average salary increases of 12.7 percent; those earning between $25,000 and $30,000 had raises averaging 10.7 percent; and those earning over $30,000 had average

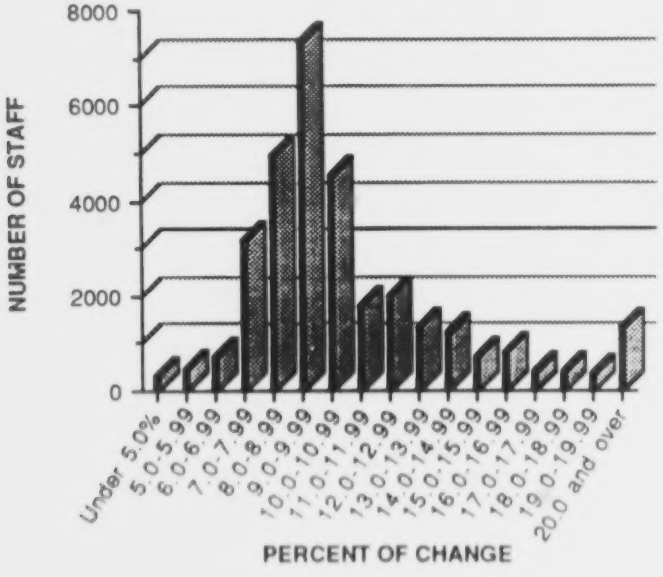

Figure 2
Percent Change in Salaries, 1985 to 1986
Teachers and Support Staff

raises of 9.5 percent. This pattern is expected, as those with higher incomes are more likely to be at the highest step in the salary schedule and thus do not receive a step raise along with their increment. Also, several districts made concerted efforts to increase very low starting salaries by eliminating the lowest steps on the salary schedule.

Teachers who moved to another town or advanced their education level received higher percentage increases than those who did not. The 242 continuing full-time nonadministrators who moved from one local public school district to another had average salary increases of over 20 percent while the 31,561 who stayed in the same town had 10.9 percent salary increases. The 2,537 who advanced their education level earned an average increase of 15.1 percent compared to 10.6 percent for those who did not.

Administrators. Figure 3 presents the distribution of the salaries of the 2,375 full-time administrators (administrative assistants to superintendents). Their mean salary in September 1986 was $45,862, an increase of $3,452 (8.1%) over last year and $14,658 (47.0%) over the level of five years ago. The median salary was $45,000. These data included the salaries of school business officials. The 75 full-time school business officials earned an average salary of $42,182. The superintendents' salaries ranged from a low of $33,500 to a high of $89,000 with a mean of $57,243. A finer breakdown of administrative salaries is presented in Figure 4, the salary distribution of 136 superintendents, and Figure 5, the salary distribution of principals by their school level.

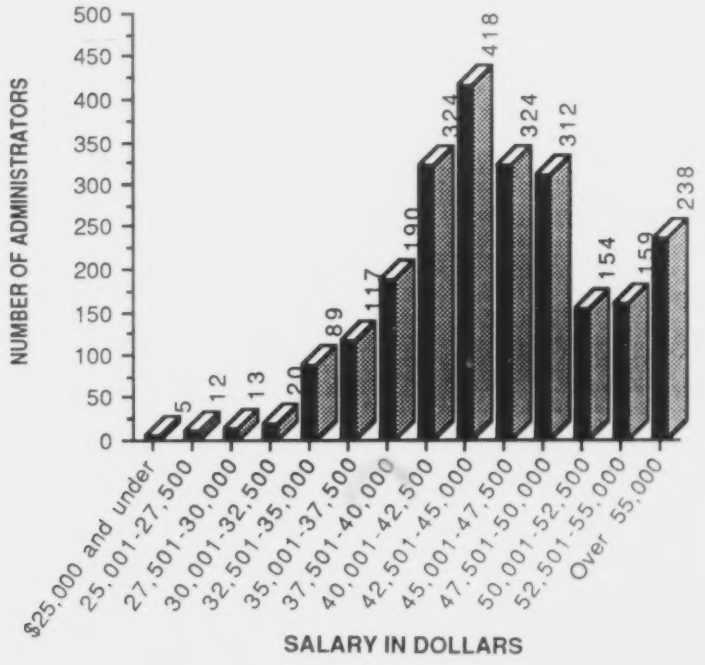

Figure 3
Salary of Full-time Administrators

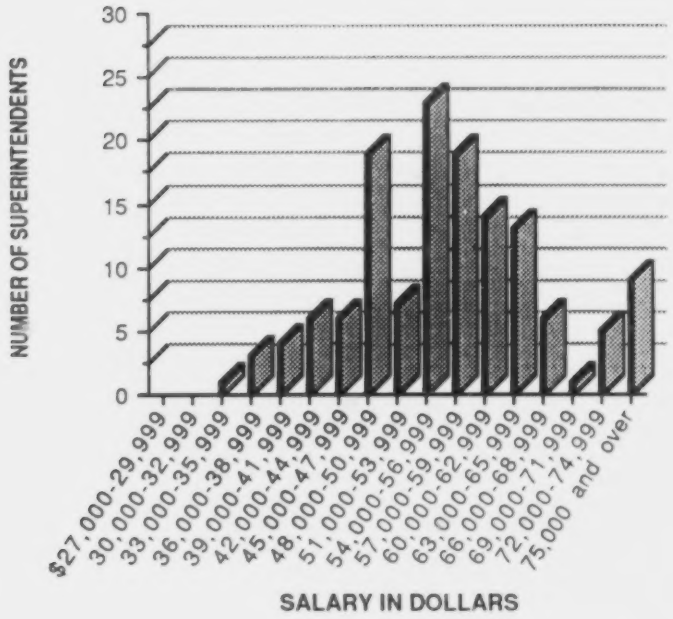

Figure 4
Superintendents' Salaries

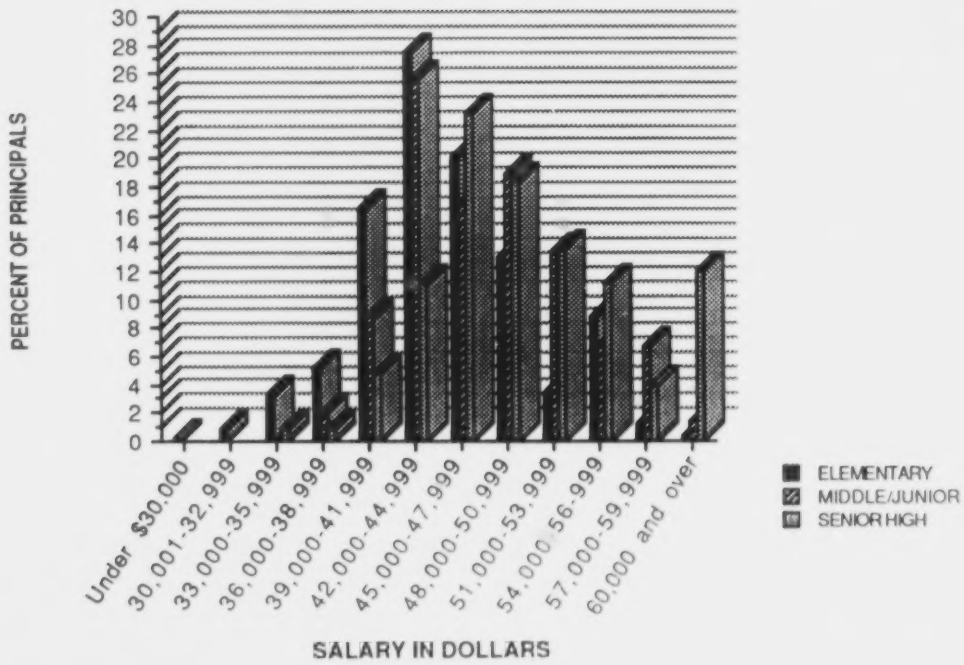

Figure 5
Principals' Salaries by School Level

The average salary of principals varies according to the level of instruction in their schools. The 566 elementary school principals were paid a mean salary of $45,246. The 149 principals of middle or junior high schools earned a mean salary of $48,017 while the 125 administering senior high schools earned a mean salary of $50,641.

Salary growth for administrators was determined by comparing the salaries of the 2,068 administrators who were in the same full-time position in both 1985-86 and 1986-87. As Figure 6 indicates, administrators were given slightly lower percentage increases than teachers and support staff.

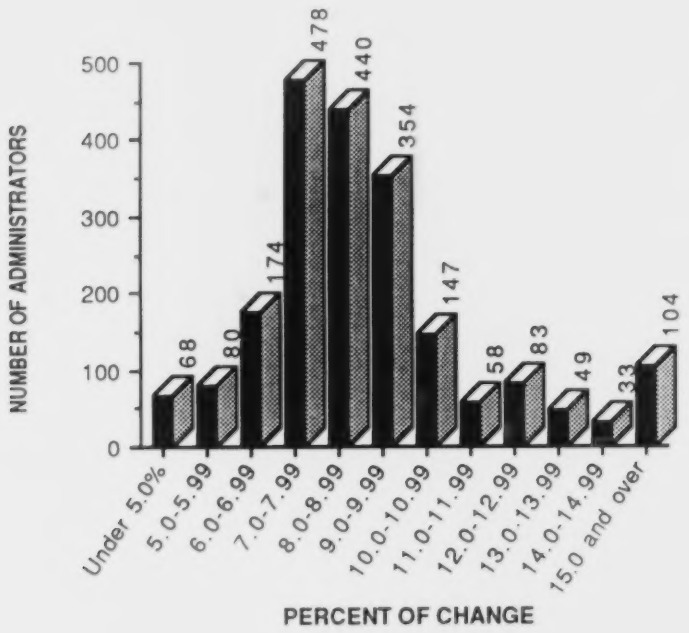

Figure 6
Percent Change in Salaries, 1985 to 1986
Administrators

The overall mean increase was 9.1 percent. There was considerable variation in the raises reported: 3.3 percent earned increases of less than 5 percent, 35.4 percent earned increases of between 5 and 8 percent, 45.5 percent earned increases of between 8 and 11 percent, 9.2 percent earned increases of between 11 and 14 percent, and 6.6 percent of the administrators had salary increases of 14 percent or more.

The percent increase in salary was fairly uniform across the administrative positions, ranging from 7.1 percent for principals to 10.2 percent for school business officials. Average raises for other groups included superintendents (8.9%), supervisors (9.2%), vice principals (9.4%), assistant superintendents (9.4%) and pupil personnel directors (9.8%).

Other characteristics

In this section the distributions of experience, age and sex, and education level are presented for both full-time nonadministrative and administrative staff.

Teachers and support staff. The experience of the teaching and support staff has been increasing. Experience is defined as years of Connecticut teaching experience. Currently teachers and support staff average 42.6 years of age. The mean years of experience of 13.8 was 0.2 years above last year, and 2.0 above the level in 1981. The number with 25 or more years of experience was 3,942 or 11.4 percent of the 1986 teaching and support staff. This was 299 more than last year's count and 1,181 more than the 1981 count. The number of staff with no prior Connecticut experience has decreased slightly. The 1986 count of 1,004 (2.9% of the total staff) was 80 less than the prior year but 294 more than five years ago.

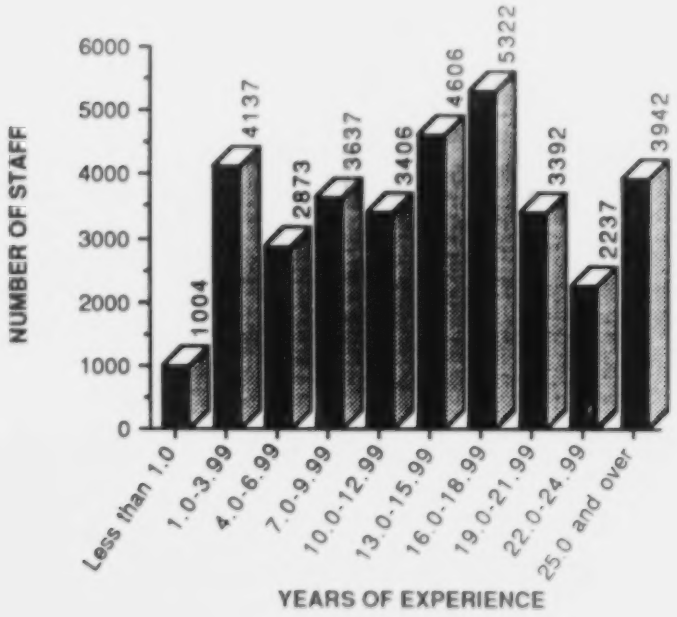

Figure 7
Experience of Teachers and Support Staff

The average age of the male and female teaching and support staff has been increasing also. The 11,502 males had an average age of 43.6 years (see Figure 8). This was 0.5 years above the average of last year and 3.0 years above the average of five years ago. There were 372 males (3.3% of the male nonadministrators) who were over 60 years old. This compares with 3.1 percent of the males last year and 2.3 percent five years ago. There are 134 fewer males this year compared to last year and 1,323 fewer than five years ago. The 23,185 females had an average age of 42.0 years, 1.6 years less than the males. This was 0.2 years above the average of last year and 2.2 years above the average of five years ago. There were 853

females (3.7%) who were over the age of 60. This compares with 3.8 percent last year and 3.3 percent five years ago. There are 536 more women this year compared to last year, and 514 fewer than five years ago.

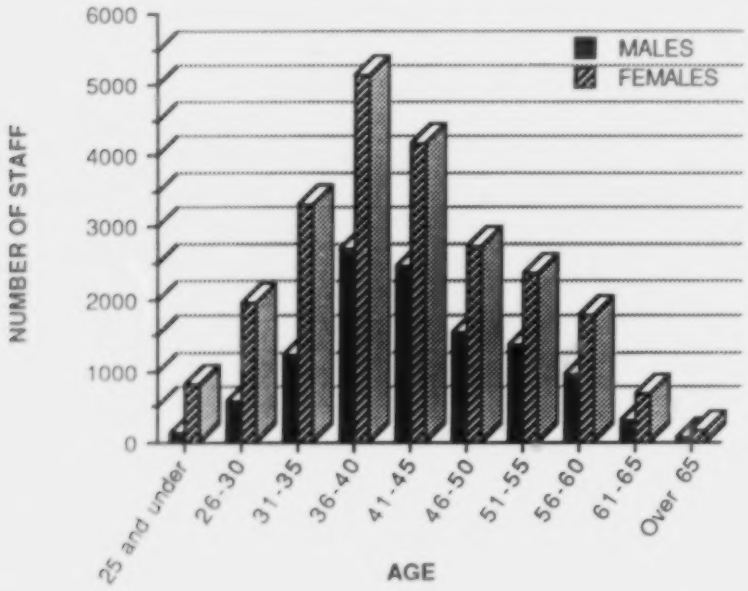

Figure 8
Age by Sex of Teachers and Support Staff

Table 2 presents the highest level of education attained by the non-administrative staff. A bachelor's degree is held by 25.1 percent of these staff members. Of those holding a bachelor's degree, 41.3 percent have earned 30 additional hours. Seventy-five percent of the staff hold an advanced degree. Approximately 53 percent hold a master's degree, 20.6

Table 2
Education Level of
Teachers and Support Staff

Education Level	Number	Percent	Cumulative Percent
Doctorate	586	1.7	100.1
Sixth-Year	7,107	20.6	98.4
Master's + 15 hours	2,767	8.0	77.8
Master's	15,433	44.7	69.8
Bachelor's + 30 hours	3,560	10.3	25.1
Bachelor's + 15 hours	505	1.5	14.8
Bachelor's	4,559	13.2	13.3
Less than Bachelor's	38	0.1	0.1
Total	34,554	100.1	

percent hold a sixth-year certificate, and 1.7 percent hold a doctorate. Fully 75.0 percent have earned at least a master's degree, compared to 74.7 percent last year and 70.4 percent five years ago. Almost 2,300 teachers and support staff reported changes in their education level over the past year.

Administrators. The mean years of Connecticut educational experience for full-time administrators was 20.8 years (see Figure 9). This was 0.1 year above last year and one year above the level of five years ago. Only 18 administrators had no prior Connecticut experience and 870 (36.9%) had 25 or more years of experience in Connecticut. Last year 36.9 percent had more than 25 years' experience and five years ago the level was 33.0 percent.

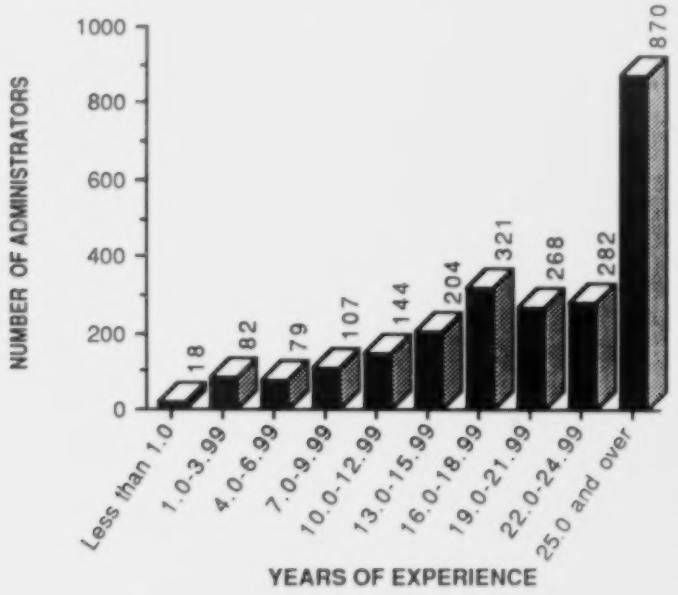

Figure 9
Experience of Administrative Staff

Figure 10 presents the distribution of age for both male and female administrators. The 1,805 males had a mean age of 48.5 years. This was 0.2 years more than last year and 1.0 years more than five years ago. There were 77 males (4.3%) who were over 60 years old. Last year 4.2 percent were in this age group and five years ago there were 3.5 percent. The 570 females had an average age of 46.9, which is 1.6 years younger than the male average. Last year their mean age was 47.4 years and five years ago it was 46.9 years. There were 33 females (5.8%) who were over 60 years old. This compares with 6.7 percent last year and 6.7 percent five years ago.

Table 3 presents the degree-level attained by the administrative staff. Less than three percent do not hold an advanced degree. A master's degree is held by 17.7 percent of the administrators and more than half in this

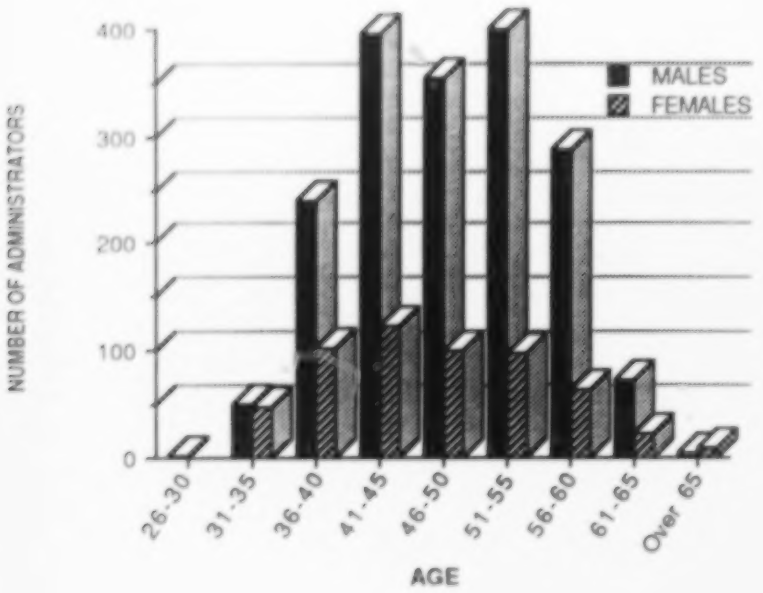

Figure 10
Age by Sex of Administrative Staff

category have earned at least 15 additional hours. A sixth-year certificate is held by 64.8 percent and 14.9 percent hold a doctorate. Seventy-seven administrators (3.2%) reported attaining a new education level in the past year.

A sixth-year certificate or doctorate is held by 79.7 percent of the administrators. If the school business officials had not been added, the figure would have been 81.7 percent. Last year the percentage was 78.5 percent and five years ago it was 80.9.

Table 3
Education Level of
Administrative Staff

Education Level	Number	Percent	Cumulative Percent
Doctorate	353	14.9	100.0
Sixth-Year	1,539	64.8	85.1
Master's + 15 hours	219	9.2	20.3
Master's	201	8.5	11.1
Less than Master's	63	2.6	2.6
Total	2,375	100.0	

DISTRICT-BY-DISTRICT SUMMARY

The data on differences in staffing characteristics among the state's local public school districts are presented so that appropriate comparisons can be made in Tables 4, 5 and 6, and Figures 11-16. Staffing ratios are presented by grades served so that a K-6 district is not compared with a K-12 district. The ratio of administrators to nonadministrators is reported by size of district. In all other variables (mean salaries, starting salaries, mean experience, percent of first year teachers, mean age and percent master's degree and above), comparisons can be made legitimately across all districts. With the exception of data on starting salaries, the data for each district may be found in Appendices C and D on pages 37 through 46.

Several of these variables are interrelated. A district's salary schedule is based upon earned degree and experience. Thus, a district with more experienced staff with advanced degrees would be expected to have a higher average salary than one with an inexperienced staff with bachelor's degrees. Degree level and experience are related to each other and to age. A young teacher would be expected to have only a bachelor's degree and little experience, while an older teacher would be likely to have at least the 30 hours beyond the bachelor's degree required for standard certification. Care should be observed in making conclusions about any one variable without examining other variables to which it may be related.

The three staffing ratios are based on counts of full-time equivalent teachers, support staff and administrators adjusted for secondary and tertiary assignments. Secondary and tertiary teaching assignments have been assumed to utilize 20 percent each. Calculation of the staffing ratios of teachers with administrative responsibilities was changed in 1985 to comply with teacher certification regulations. Teachers with administration duties requiring certification (21%-49%) have secondary administrative assignments and have been assumed to spend 40 percent of their time in administration. Teachers with administrative duties not requiring certification (anything 20% or less) have tertiary administrative assignments and have been assumed to spend 20 percent of their time in administration.

Prior to 1985, an person with two assignments was assumed to spend 75 percent of the time on the first and 25 percent on the second. Tertiary administrative assignments were used to designate teachers with administrative duties, but no reduction in teaching load. These changes will reduce the comparability of the staffing ratios--especially the ratio of administrators per 100 nonadministrators--between this and prior years.

In small districts, special care has been taken to identify dual responsibilities that would differ from this pattern, such as a 50/50 split in responsibilities for a teacher-principal. In cases where the administrative ratio would have been distorted by a vacant (as of September 1), but now filled, administrative position, that position has been counted. Again caution should be observed in interpreting these administrative ratios because districts differ in their diligence in identifying staff with secondary administrative responsibilities and this ratio is especially sensitive to change in small districts.

One other factor needs to be considered when interpreting these ratios. The majority of the staff members hired under the Teacher-Pupil Ratio Aid provision of the Education Enhancement Act are included here. The September 1 staff count includes all but 28.4 of the 208.6 positions filled under enhancement.

Table 4 presents the distribution of the number of teachers per thousand students for K-6, K-8, 7-12 and 9-12, and K-12 school districts.

Table 4
Teachers Per Thousand Students

Teachers Per Thousand Students	District Grade Span K-6	K-8	7-12, 9-12	K-12	Total
56.0 - 59.9	1	0	0	0	1
60.0 - 63.9	0	2	0	6	8
64.0 - 67.9	3	4	0	27	34
68.0 - 71.9	5	6	0	25	36
72.0 - 75.9	4	4	3	28	39
76.0 - 79.9	1	5	0	14	20
80.0 - 83.9	1	3	2	6	12
84.0 - 87.9	0	2	1	4	7
88.0 - 91.9	0	0	0	0	0
92.0 - 95.9	0	2	1	0	3
96.0 - 99.9	1	3	0	0	4
100.0 and above	0	1	0	0	1
Total	16	32	7	110	165

The statewide average of 71.4 is equivalent to 14.0 students per teacher. Last year there were 70.1 teachers per thousand students and five years ago there were 66.2. Statewide, this ratio ranged from a low of 58.9 in Bethany to a high of 102.1 in Sharon; among K-12 districts it ranged from 62.5 in Bridgeport and Derby to 87.9 in Waterford. Other high- and low-ranking districts in teacher per thousand students are presented in Table 6. Remember that a ratio of 60 per thousand is equivalent to 16.7 students per teacher while one of 80 per thousand is equivalent to 12.5 students per teacher.

Table 5 presents the distribution of the number of support staff (people certified and assigned as reading consultants, guidance counselors, social workers, school psychologists and psychological examiners) per thousand students for K-6, K-8, 7-12 and 9-12, and K-12 districts.

The mean number of support staff per thousand students was 5.8. This level is 0.1 above last year, and 0.5 above the level of five years ago. This is equivalent to 172.1 pupils per support staff. Districts serving secondary school students have higher support staff ratios than the districts serving only elementary school pupils. Among K-12 districts, the

Table 5
Support Staff Per Thousand Students

Support Staff Per Thousand Students	District Grade Span K-6	K-8	7-12, 9-12	K-12	Total
0.0 - 0.9	5	11	0	0	16
1.0 - 1.9	1	3	0	0	4
2.0 - 2.9	3	5	0	1	9
3.0 - 3.9	1	0	0	6	7
4.0 - 4.9	3	4	0	24	31
5.0 - 5.9	1	5	0	39	45
6.0 - 6.9	2	2	2	19	25
7.0 - 7.9	0	2	4	10	16
8.0 - 8.9	0	0	0	8	8
9.0 - 9.9	0	0	0	3	3
10.0 - 10.9	0	0	1	0	1
Total	16	32	7	110	165

ratios ranged from 10.0 per thousand in Bloomfield to 3.0 per thousand in Griswold. As with the teaching ratios, other high- and low-ranking districts are presented in Table 6. There were 15 districts which reported no support staff (see Appendix B). They contract for these services as needed.

Table 7 contains the distribution of the number of administrators per hundred nonadministrators for small- (under 1,000 students), medium- (1,000 to 5,000 students) and large- (over 5,000 students) sized districts. Statewide there were 7.8 administrators per hundred nonadministrators in 1986, exactly the same as in 1985, and 1.4 more than five years ago.

Notice that the range of this statistic is wider for the smaller districts than the larger ones. In districts with fewer than one thousand students, the number of administrators per hundred nonadministrators varied from 3.2 to 14.6 while in districts with more than 5,000 students the number varied from 6.6 in Stamford to 9.3 in Groton.

Table 6
Staffing Ratios:
High- and Low-Ranking K-12 Districts

Rank	Teachers Per Thousand Students	Support Staff Per Thousand Students
1	Waterford (87.9)	Bloomfield (10.0)
2	Stamford (87.1)	Greenwich (9.7)
3	Bloomfield (86.7)	Stamford (9.5)
4	Westport (86.1)	Waterford (8.5)
5	East Granby (82.1)	Westport (8.5)
	.	.
	.	.
	.	.
	.	Plainfield (3.7)
106	Stafford (63.4)	Stonington (3.7)
107	Seymour (63.2)	Guilford (3.5)
108	Ansonia (62.7)	Derby (3.3)
109	Bridgeport (62.5)	East Granby (3.2)
110	Derby (62.5)	Griswold (3.0)

Table 7
Administrators Per Hundred
Nonadministrators

Administrators Per Hundred Nonadministrators	Size of District			
	Under 1000	1000-5000	Over 5000	Total
2.0 - 2.9	1	1	0	2
3.0 - 3.9	1	0	0	1
4.0 - 4.9	6	0	0	6
5.0 - 5.9	11	4	0	15
6.0 - 6.9	6	21	6	33
7.0 - 7.9	7	17	11	35
8.0 - 8.9	5	20	4	29
9.0 - 9.9	4	15	2	21
10.0 - 10.9	2	6	0	8
11.0 - 11.9	3	4	0	7
12.0 - 12.9	5	1	0	6
13.0 - 13.9	1	0	0	1
14.0 - 14.9	1	0	0	1
Total	53	89	23	165

Figures 11 through 16 show graphically for the 165 local public school districts the distributions of the mean and starting salaries, the mean experience and percentage with less than one year of experience, the mean age, and the percentage with at least a master's degree for full-time teachers and other nonadministrative staff including guidance counselors, social workers, school psychologists and reading consultants. The text next to each graph presents the average for this and the prior year and an indication of the disparity among the districts. The measure of central tendency used is the median, the value of the variable for the district in the center of the distribution--in this case halfway between the 82nd and 83rd ranked district. Disparity is indicated by citing the high and low values.

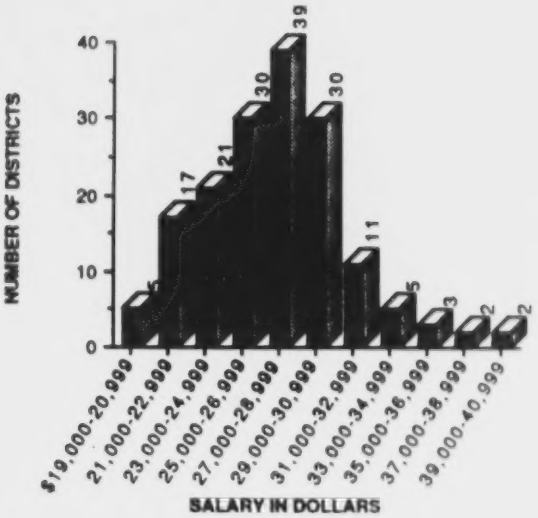

Figure 11
Mean Salary of
Teachers and Support Staff

The median of the districts' 1986 average salary for full-time nonadministrators was $27,550. This is 9.9 percent above the previous year's median of $25,062 and 54.8 percent above the 1981 median of $17,802. The mean salaries ranged from a low of $19,474 in Hartland (which has the least experienced staff) to $39,981 in New Canaan. Thirty-seven districts, compared to eleven last year, had mean salaries in excess of $30,000.

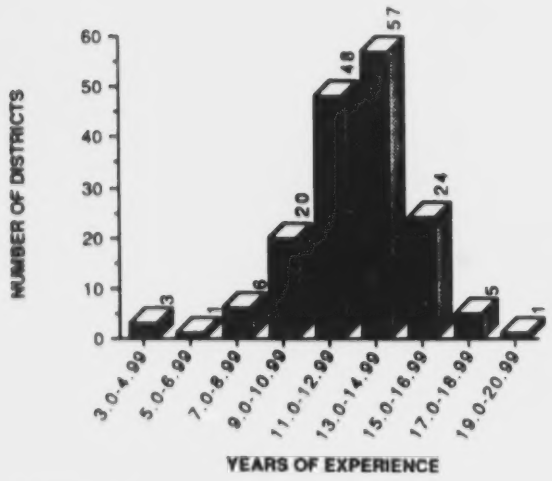

Figure 12
Mean Experience of
Teachers and Support Staff

The median of the districts' average years of teaching experience was 13.1 years. This compares to 13.1 years last year and 11.1 years five years ago. This ranged from 3.3 years in Canaan, where four of five full-time teachers had three or fewer years of experience, to 20.4 years in Norfolk where six of seven full-time teachers had 15 or more years of experience.

The median age of the districts' nonadministrative staff was 41.9 years, compared to 41.5 last year, and 39.4 five years ago. The districts' mean age ranged from a low of 28.8 years in Canaan to 51.3 years in Norfolk.

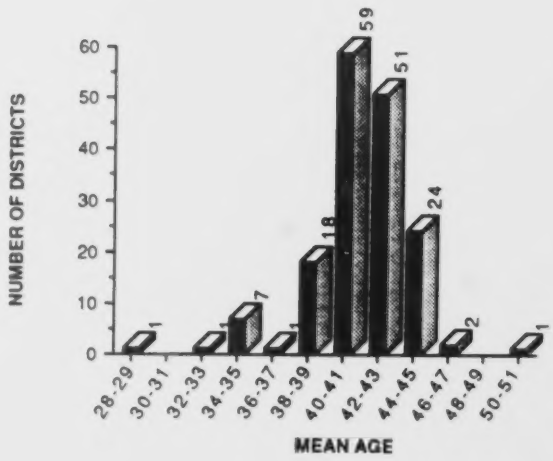

Figure 13
Mean Age of Teachers and Support Staff

The average starting salary of teachers and support staff with a bachelor's degree and no prior teaching experience was $17,096 (from the Connnecticut Education Association's *Teachers' Salary Schedules 1986-87*). This was 10.7 percent above the 1985 level and 56.7 percent above 1981. Salaries ranged from $13,679 in Wolcott to $21,658 in Farmington. One hundred fifty-two districts had starting salaries above $16,000 compared to fifty-five a year ago. Several districts in the past five years have increased starting salaries by eliminating one to five lower steps in their salary schedules.

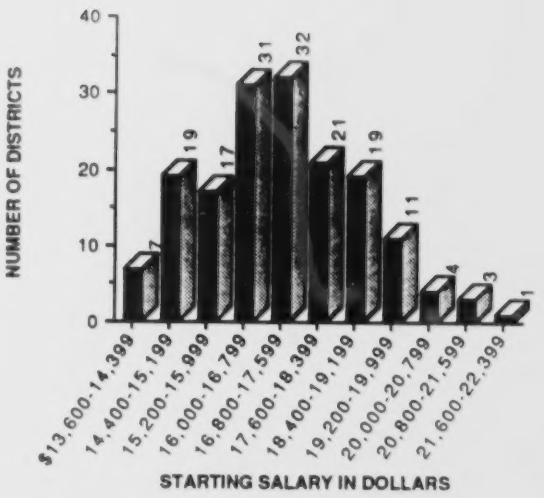

Figure 14
Starting Salaries of Teachers:
Bachelor's Degree and No Experience

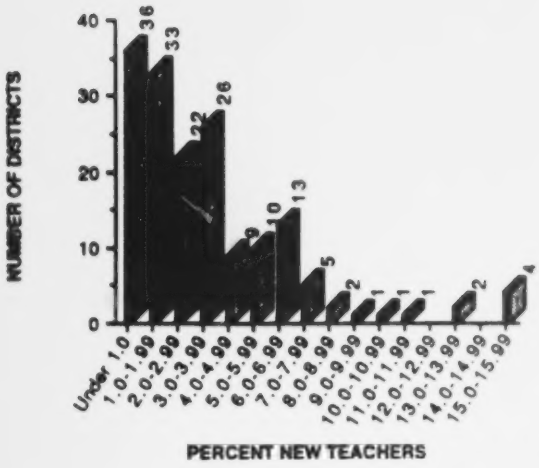

Figure 15
Percent of Teachers and Support Staff With Less Than One Year of Connecticut Teaching Experience

The median district had 2.6 percent of its nonadministrative staff with less than one year of prior Connecticut experience. The prior year's median was 2.9 percent. Twenty-three districts reported hiring no inexperienced staff compared to 24 last year and 34 districts five years ago. Eight districts (headed by Canaan's 33.3%) reported ten percent or more of new nonadministrative staff. Only one of these, Plainfield, is a K-12 district.

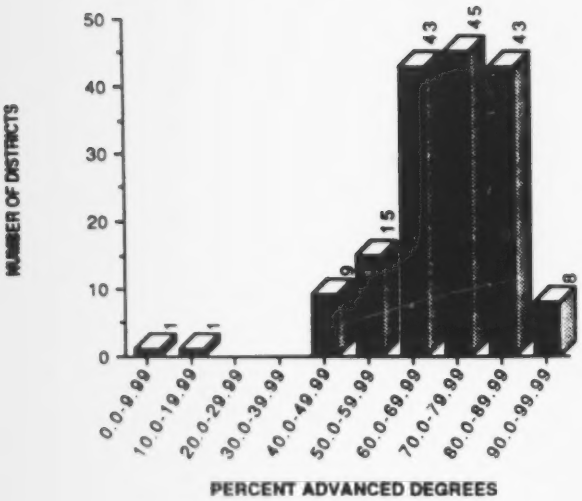

Figure 16
Percent of Teachers and Support Staff with Advanced Degrees

In the median district, 72.9 percent of the nonadministrative staff held an advanced degree. This compared to 72.7 percent last year and 68.7 percent five years ago. The percentage ranged from a low of zero percent in Scotland to 92.7 percent in Weston. At least 90 percent of the staff in eight other districts (North Haven, Plainville, Simsbury, Trumbull, Watertown, Weston, Westport and Region 9) have earned an advanced degree.

The 1986-87 school year was the first year of implementation for Connecticut's Education Enhancement Act. Three sections of the act--minimum salary aid, salary aid, and teacher-pupil ratio aid--are of interest since they are directly related to information presented elsewhere in this report. The minimum salary aid and salary aid sections of the act have affected teacher salaries in almost every public school district in the state. Teacher-pupil ratio aid was made available to 34 eligible districts.

The remainder of this segment presents the statewide impact of the Education Enhancement Act on teachers' salaries. The initial impact of each section of interest is then presented. District-by-district comparisons for each section appear in Appendices E, F and G, respectively.

Statewide average teacher's salary

Two provisions of the Education Enhancement Act were designed to increase the salaries of teachers. Minimum salaries and salaries above the minimum were to be renegotiated in accordance with state designated minimums. Collectively, these two provisions have had a noticeable effect on the average teacher's salary.

The statewide average enhanced teacher salary for 1986-87 was $30,410. This represents an increase of $973 (3.3%) over the average 1986-87 original salary of $29,437. Compared to the 1985-86 average teacher salary, the enhanced salary represents an increase of $3,375 (12.5%).

The average enhanced salary is based on the salaries of 34,621 full-time nonadministrative staff members employed in public school districts as of the date of submission of the renegotiated salary data to the state. In the districts which did not reopen their teacher contracts, the original salary of those employed as of September 1, 1986, was entered into the calculation. Teachers hired under enhancement were also included. Inclusion of the latter two groups produced an average salary which reflects the overall teacher salary in Connecticut after enhancement.

It should be recognized that teachers with enhanced salaries differ from the teachers in the original data set. Between the report of enhancement and the start of the 1986-87 school year, a number of factors could have affected a teacher's salary. Some teachers have left while others were hired. Others have earned degrees. Some other teachers may have added or dropped additional teaching or administrative responsibilities. Consequently, comparisons should be interpreted with caution.

Minimum salary aid

Minimum salary aid is a three-year program designed to provide aid to public school districts which voluntarily raise their teachers' minimum salary to $20,000 within three years. The minimum salary for towns in which the average household income is 75 percent more than the statewide average, or towns which border on two such towns, is $21,500. These towns include Darien, Easton, Fairfield, Greenwich, New Canaan, Norwalk, Redding, Stamford, Weston, Westport and Wilton.

Under the minimum salary aid provision, approximately $14 million is available annually to districts which agree to meet the state designated target salary. School districts receive 100 percent reimbursement in each year that they move toward the target salary. Participating towns with 1986-87 teacher salaries less than or equal to $16,000 receive 200 percent of their minimum salary grant if they agree to meet the target salary in two years. Similarly, participating towns with original 1986-87 salaries greater than $16,000 but less than or equal to $18,000 receive 150 percent of their minimum salary grant.

Of the 165 public school districts in Connecticut, all but eight voluntarily renegotiated the minimum salary on their schedule to meet the established minimum. Two districts, New Canaan and Norfolk, did not apply to participate in enhancement. Five other districts did not have to renegotiate since they already met the designated minimums for their districts. The eighth, Hartland, had a contract under litigation and therefore was precluded from reopening their teachers' contract. The following information reported here is based on the minimum salary of each districts' teacher salary schedule.

The median enhanced minimum of the teachers' salary schedules was $20,000. Since most districts raised their minimum to $20,000, this figure is a more valid indicator of the impact of enhancement than the average. After the first year of enhancement, 93 districts had a teacher minimum salary at or above $20,000. Low minimum salaries after enhancement were $14,000 in Hartland and $14,369 in Colebrook. None of the remaining districts was below $16,800. The highest minimum on a teachers' salary schedule was $21,658 in Farmington. Minimum salary aid affected 1,496 teachers, not all of whom were beginning teachers. Some experienced teachers who were earning less than the designated minimum had their salaries raised to the new minimum level. (See Appendix E.)

A second indicator of the impact of the Education Enhancement Act is the growth from the original 1986-87 salary level to the enhanced 1986-87 salary level. The median growth of the minimum of teachers' salary schedules was $1,992. Nine districts experienced no salary growth. Eight of these were districts which did not renegotiate and the other, Derby, met their minimum established salary level (see Figure 17). By contrast, Wolcott experienced the greatest salary growth. The minimum on the teachers' salary schedule was increased by $6,321 or 46.2 percent. Prior to enhancement, Wolcott had the lowest minimum salary, $13,679.

Figure 17
Median Growth of Teachers' Salary Schedules Minimum,
1986-87 Original to Enhanced

Another indicator of the impact of Education Enhancement on minimum salaries is the rate of salary growth from 1985-86 salary schedules to 1986-87 original and 1986-87 enhanced salary schedules. To obtain this comparison, the 1985-86 minimum on the salary schedule for each district was compared to both the original 1986-87 and enhanced 1986-87 salary schedule minimums.

The median percentage increase for all districts was 9.9 percent from 1985-86 to the original 1986-87 minimum salary and 25.8 percent from 1985-86 to the enhanced 1986-87 level. Prior to enhancement, over two-thirds of the district minimum salary increases were under 12 percent. The only increase above 32 percent was in Windsor Locks (32.5%). After enhancement, only 14 districts had minimum salary schedule increases below 12 percent, while 49 districts were at or above 32 percent (see Figure 18). Moreover, the districts with increases of over 44 percent all had minimum salaries below $14,000 in 1985-86 and at or above $20,000 after enhancement.

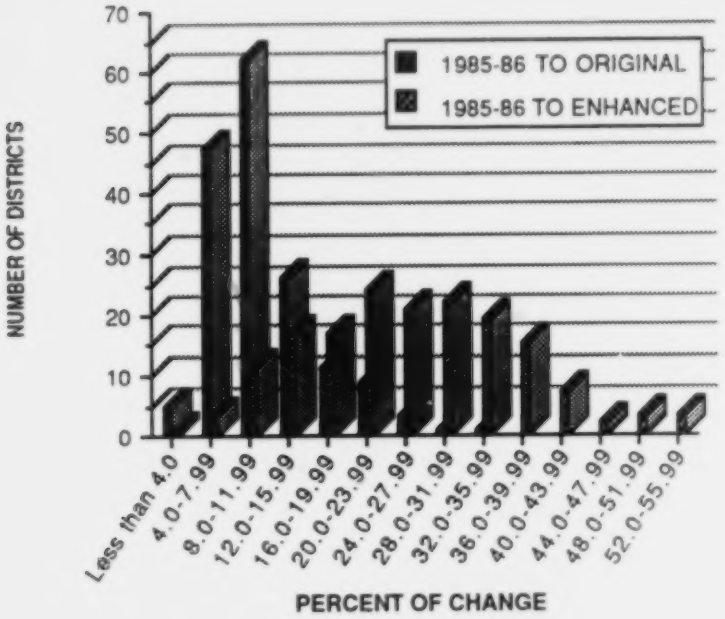

Figure 18
Median Percent of Change from 1985-86 to 1986-87 Original and Enhanced Teachers' Salary Schedules Minimum

Salary aid

The salary aid provision of the Education Enhancement Act provides aid to school districts to increase the salary level of experienced teachers. For the 1986-87 school year more than $31 million was available to upgrade the pay levels of experienced teachers. A total of more than $188 million is available for the three years covered by the legislation. To be eligible for aid a district must participate in the minimum salary aid program and renegotiate salary increases above the originally established 1986-87 level. The district's grant reflects the amount of the increase resulting from renegotiating teachers' salaries, not to exceed the amount specified in the legislation.

Experienced teachers are defined here as nonadministrative staff members whose renegotiated salary exceeds the enhanced minimum salary of their district. Experienced teachers whose enhanced salary equals the minimum are not included in this group. The median enhanced salary of experienced teachers is $32,073. This figure is based on 32,465 continuing teachers and support staff. During the time between collection of the 1986-87 original data and the 1986-87 enhanced data, some teachers were hired and others left their positions. Therefore, these individuals were not included when the two data sets were merged by social security number to create the continuing teacher file.

As mentioned previously, the time between the reporting of the enhanced and original data has allowed other factors besides enhancement to influence some individual enhanced salaries. To present a reliable indicator of salary growth, the median was selected as the most appropriate statistic. The rationale for this choice is illustrated by considering Newington, where all teachers were given an across-the-board increase of $239. The mean salary growth for Newington was $262 but the median was $239. The median represents the typical amount of salary growth.

Similar to minimum salary schedules, district salary growth provides an indicator of the impact of education enhancement on experienced teachers' salaries. Median salary growth is the median of individual growth for the experienced teachers in the district. This differs from growth calculated as the difference between the median district original and enhanced salaries. The two are the same for districts which renegotiated an across-the-board dollar or percentage increase.

The median district salary growth was $891. At the low end of salary growth, 22 districts did not experience salary increases (see Figure 19). Three districts did not participate in the minimum salary aid and were not eligible for salary aid. Five other districts were not required to raise minimum or experienced teacher salaries. Therefore, there was no salary growth. Fourteen districts raised their minimum salary but did not reopen teacher contracts to negotiate increased salaries for teachers above the minimum. These districts were still entitled to receive their salary aid if one of two conditions were met. First, aid was available if the district eligibility factor ("trigger") was equal to or greater than 100. Second, a district could receive the aid if the grant amount listed in the bill was less than 0.3% of a school district's 1986-87 salaries. Either of these conditions could account for a lack of salary growth from original to enhanced salaries (Appendix F).

At the upper end of the salary growth, eleven districts had median salary increases greater than $3,000 and three of these exceeded $3,600 (see Figure 19). The greatest median salary growth for experienced teachers was $4,365 in Chaplin, where the median 1986-87 salary for experienced teachers was $19,250 before and $25,050 after enhancement. Note that salary growth is not equal to the difference between original and enhanced median salaries. This occurs since increases were not uniform for all teachers in the district.

The rate of change in salary from 1985-86 to the original 1986-87 and enhanced 1986-87 levels is another indicator of the impact of enhancement. Change in district salary levels is based on full-time experienced teachers who were not on paid leave either year. From 1985-86 to the original 1986-87 salary levels, the district median rate of change was 9.9 percent. Almost every public school district was at or below 10 percent. No increase equaled or exceeded 19 percent. From 1985-86 to enhanced 1986-87 salary levels, the district median rate of change was 14.1 percent. The majority of the districts had increases above 13 percent and 33 districts had increases equal to or greater than 19 percent (see Figure 20).

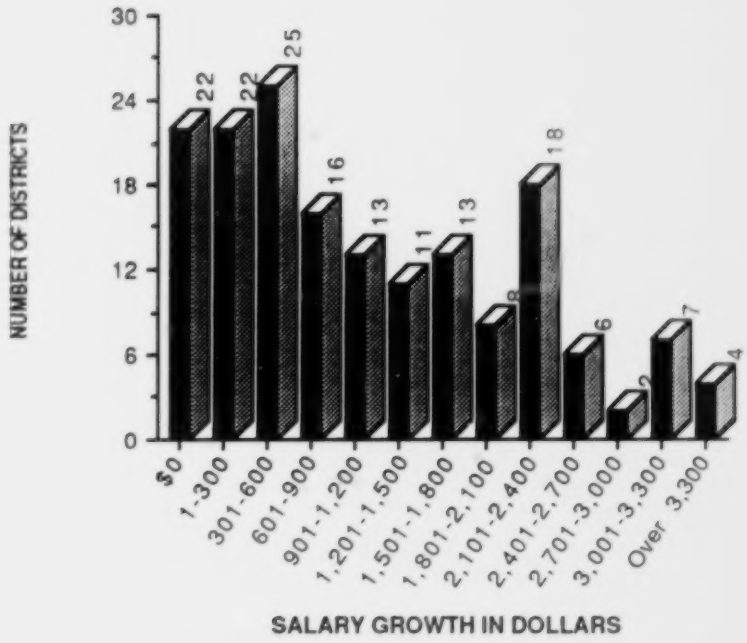

Figure 19
Median Salary Growth,
Experienced Full-time Teachers,
1986-87 Original to Enhanced Salaries

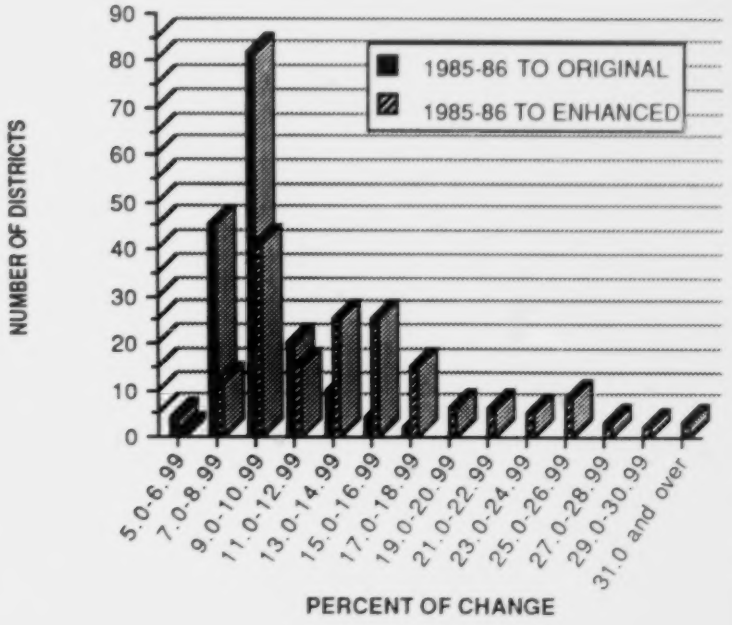

Figure 20
Median Percent of Change from 1985-86
to 1986-87 Original and Enhanced Salaries,
Experienced Full-time Teachers

Staff-pupil ratio aid

The third area of the Education Enhancement Act relevant to this report is teacher-pupil ratio aid, referred to here as staff-pupil ratio aid. The Education Enhancement Act provided approximately $6 million of aid to one-fourth of the school districts to hire more teachers, support staff and/or administrators below the level of superintendent for the 1986-87 school year. The state paid eligible school districts $25,000 for each such individual hired up to the maximum number established by the law. A school district's eligibility was based on its existing staff per need pupil ratio. The number of need pupils in a district is the average daily membership (ADM) weighted by mastery test scores.

For the 1986-87 school year, 34 districts were identified as being eligible to receive aid to hire more staff members and thereby improve their staff-pupil ratio. Sixteen districts received aid to hire one new staff member, four districts were eligible for two new staff positions, five could hire three, and four could hire four new staff members. The remaining districts were eligible to hire greater numbers of staff members. Killingly received aid to hire six new staff members under the provisions of the Education Enhancement Act. Waterbury could hire 18 new staff members, Hartford was eligible for 40, and New Haven was eligible to hire 44 new staff members. The greatest number of eligible positions was 77 in Bridgeport (see Appendix G).

The number of eligible positions and the number of additional staff actually hired was the same in 26 of the 34 districts. The remaining districts filled an average of 66.3 percent of the number of eligible positions. Two districts reported a reduction in staff. As a result, 210.3 of 240.0 positions made available under the Education Enhancement Act were filled.

Comparing the staff-pupil ratios of the eligible districts before and after enhancement to those of the state provides an indication of the effect of enhancement. For this report, the staff per pupil ratio is defined as the number of certified nonadministrative and administrative staff per 1,000 pupils. While this deviates slightly from the definition of staff in the Education Enhancement Act, it is consistent with the current procedures used elsewhere in this report. The use of all staff, as opposed to all staff below the level of superintendent, tends to slightly increase the ratio reported here. No adjustments were made for needy pupils.

Hiring new staff members increased the overall staff-pupil ratio of the eligible districts. There were 77.8 staff members per pupil in 1986-87 compared to 75.2 in 1985-86. The percentage increase was 3.7 percent. During the same period, the statewide staff-pupil ratio increased from 82.2 to 83.5, an increase of 1.6 percent. The improved ratio of eligible districts increased at a rate which was more than twice the statewide rate. At the district level, the staff-pupil ratio of seven districts exceeded that of the state. However, five of those exceeded the state average before enhancement (see Appendix G).

The teacher-pupil ratio aid section of the Education Enhancement Act was designed to help all the eligible districts improve their staff-pupil ratio. As previously noted, enhancement did improve the overall ratio for the participating districts but not all districts experienced a positive change in their staffing ratio. One possible explanation is that enrollment increased in some districts to the extent that the new positions created by enhancement were insufficient to offset the enrollment changes.

The statewide change in enrollment from 1985-86 to 1986-87 was -0.4 percent. Of the districts receiving aid to improve their staff-pupil ratio, 11 had enrollment changes less than or equal to that of the state average. The same 11 districts also increased their ratios. Districts with enrollment changes of 5 percent or more experienced different changes in their staff-pupil ratios. Four of the eight districts in this group had increasing ratios and four had decreasing ratios. Hence, it is possible that enrollment changes had some effect but the exact extent cannot be determined (see Table 8).

Table 8
Enrollment Changes for Districts
Receiving Staff-Pupil Ratio Aid

Enrollment Changes 1985-86 to 1986-87	Increasing Staff-Pupil Ratios	Decreasing Staff-Pupil Ratios
less or = -0.4%*	11	0
-0.39% - -0.01%	1	1
0.00% - 0.99%	6	1
1.00% - 1.99%	2	0
2.00% - 2.99%	3	1
3.00% - 3.99%	0	0
4.00% - 4.99%	0	0
5.00% or more	4	4
Total	27	7

* State enrollment change

The changes reported here should be interpreted with caution. As previously mentioned, eligibility for aid to improve staff-pupil ratio is based on the existing ratio and demonstrated student need. Student need is not calculated into the above ratios. Another factor to consider is the possible effect enrollment projections could have had in determining eligibility for aid.

APPENDICES

Appendix A

Assignment of Certified Personnel
By Sex, Race and School Level
September 1986

ASSIGNMENT	PCT FEMALE	PCT MINORITY	----FULL-TIME---- ELEM	SEC	TOTAL	---PART-TIME--- ELEM	SEC	TOTAL	MINOR ASSIGNMENT (FT+PT) TOTAL
ELEMENTARY									
Elementary	84.1	6.2	10738	103	10905	202	8	232	57
Kindergarten,PreK	98.9	5.1	861	0	889	143	0	163	24
CONTENT SPECIALIST									
Bilingual	74.1	69.0	300	54	382	9	2	12	21
English	65.3	3.5	569	1883	2487	16	77	96	93
French	77.6	1.8	91	310	404	17	24	42	57
German	68.2	0.0	2	36	38	1	4	6	10
Italian	59.6	3.8	6	43	50	0	2	2	13
Latin	73.1	2.6	2	65	68	2	8	10	17
Russian	50.0	0.0	0	2	2	0	0	0	5
Spanish	77.9	13.8	111	416	537	16	31	48	107
Other Language	66.7	33.3	1	1	2	0	4	4	0
American History	27.3	5.9	83	414	501	1	7	9	138
Anthropology	33.3	0.0	0	6	6	0	0	0	8
Economics	25.0	0.0	0	11	11	0	0	1	38
Geography	27.4	1.6	20	41	61	0	1	1	69
Government-Law	19.2	11.5	0	51	52	0	0	0	93
Social Studies	32.7	4.3	337	677	1036	3	22	25	176
World History	31.8	2.8	15	189	206	0	5	5	133
Mathmatics	47.1	3.1	459	1518	1987	13	44	58	88
Computer Education	49.5	1.1	40	45	87	3	1	4	315
Biology	37.5	4.4	38	493	534	1	6	7	62
Chemistry	28.6	2.1	1	232	233	0	1	1	48
Physics	11.5	1.6	0	120	120	0	2	2	47
Earth Science	19.4	0.0	10	109	122	0	2	2	28
General Science	34.0	4.8	382	480	874	4	8	13	158
Driver Education	0.0	0.0	0	9	9	0	0	0	30
Psychology	30.8	7.7	0	11	11	2	0	2	15
Sociology	25.0	0.0	0	8	8	0	0	0	28
Other Secondary	25.0	12.5	1	7	8	0	0	0	0
Art	71.2	3.2	510	342	881	89	33	123	13
Health	64.9	5.3	28	51	86	3	5	8	51
Physical Education	43.4	5.9	708	680	1444	58	15	78	26
Library/Media	82.6	3.7	337	234	595	15	3	19	11
Music	54.1	6.6	703	297	1090	112	12	130	14
Other Spec Subj	50.0	10.0	4	3	7	1	1	3	2
Nurse-Teacher	100.0	0.0	23	23	51	0	3	3	2
Dental Hyg-Tchr	66.7	0.0	2	1	3	0	0	0	0

Notes: 1. Minor assignment includes second and third assignments.
2. Percent Female and Percent Minority based on full-time staff only.
3. ELEM = Elementary and Middle Schools; SEC = Junior and Senior High; TOTAL includes combined elementary and secondary, paid leave, adult education and staff serving nonpublic students under CGS 10-217a.

ASSIGNMENT	PCT FEMALE	PCT MINORITY	----FULL-TIME---- ELEM	SEC	TOTAL	---PART-TIME--- ELEM	SEC	TOTAL	MINOR ASSIGNMENT (FT+PT) TOTAL
SPECIAL EDUCATION									
Part Sighted	70.0	0.0	3	0	10	0	0	0	1
Deaf	100.0	0.0	17	11	35	4	3	12	1
Blind	85.7	0.0	1	1	7	0	0	0	1
Speech and Hearing	92.3	4.6	339	23	504	83	11	122	5
Learning Disabled	88.3	5.1	1213	513	1800	63	19	88	31
Soc-Emot Hndcp	78.5	8.4	231	144	400	2	2	5	78
Mentally Hndcp	82.2	4.7	454	212	734	10	1	13	38
Physical Hndcp	93.1	0.0	25	2	29	0	0	0	9
Other Hndcp	87.6	10.2	192	69	301	11	0	21	17
Gifted and Talented	.	.	.	.	.	.	.	.	369
VOCATIONAL EDUCATION									
Business	63.7	7.1	12	706	721	4	19	23	14
Career Education	25.0	4.7	2	60	63	0	1	1	19
Agriculture	24.1	1.7	0	55	56	0	2	2	0
Consumer Home Ec	100.0	9.3	80	156	241	9	19	28	2
Occup. Home Ec	99.7	7.4	80	190	274	8	17	25	6
Industrial Arts	1.5	3.1	184	675	869	2	10	12	9
Distrib Ed	26.3	1.8	1	55	57	0	0	0	6
Skilled Trades	8.5	11.9	1	55	58	0	1	1	0
Vocat Related Subj	0.0	0.0	0	0	0	0	1	1	0
Health Occupations	63.8	10.6	1	31	42	0	4	5	0
SUPPORT STAFF									
School Counselor	48.3	5.3	281	720	1022	12	11	25	22
Psych Examiner	63.1	1.2	23	8	73	5	0	11	4
School Psychol	69.0	4.6	153	53	372	49	7	89	5
Social Worker	74.0	16.1	125	63	319	33	11	54	2
Reading Consultant	86.7	2.4	552	202	777	21	7	29	24
ADMINISTRATION									
Vocat. Admin	0.0	0.0	0	1	1	0	0	0	0
Adult Educ Dir	0.0	11.1	0	0	9	0	0	0	8
Principal	18.6	6.7	672	178	867	0	0	0	14
Vice Principal	22.5	12.4	195	320	522	1	1	2	8
General Supervisor	28.8	4.1	16	13	73	0	0	0	8
Subject Supv	41.1	5.1	49	112	349	1	2	6	1424
Pupil Personnel Dir	41.9	1.2	3	5	85	0	1	1	6
Asst Superintendent	15.7	6.0	3	3	83	0	0	0	4
Admin Asst	28.1	6.3	6	13	31	1	0	1	3
Other Admin	31.7	9.7	17	34	144	0	0	1	7
Sch Bus. Official	26.6	0.0	3	1	75	0	0	4	4
Superintendent	5.8	1.4	17	3	136	3	0	3	1
TOTAL	64.3	6.2	21336	13652	36929	1033	481	1694	

Appendix B

Number of Teachers and Support Staff
By School District
September 1986

DISTRICT	TEACHERS										SUPPORT STAFF	
	ELEMENTARY		CONTENT SPECIALIST		SPECIAL EDUCATION		VOCATIONAL EDUCATION		TOTAL			
	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE
ANDOVER	12	13.5	1	2.6*	1	1.0	0	0.0	14	17.1*	1	1.5
ANSONIA	63	65.3	43	44.0	18	18.0	8	8.0	132	135.3	12	12.0
ASHFORD	20	20.5	7	8.2	3	3.6	0	0.0	30	32.3	1	1.0
AVON	50	50.5	85	88.5	10	10.5	7	7.0	152	156.5	12	12.5
BARKHAMSTED	14	14.3*	1	3.9*	0	2.1*	0	0.0	15	20.3*	1	1.4*
BERLIN	63	64.0	68	69.8	14	14.0	16	16.5	161	164.3	10	11.1
BETHANY	20	20.5	3	3.0	2	2.4	0	0.0	25	25.9	2	2.0
BETHEL	77	77.8	94	97.4	22	22.0	15	15.0	208	212.2	21	21.5
BLOOMFIELD	82	83.0	95	98.5	29	30.1	14	15.8	220	227.4	23	25.8
BOLTON	18	18.4	28	30.7	3	3.4	5	5.0	54	57.5	4	4.8
BOZRAH	13	14.0	2	3.2	1	1.0	0	0.0	16	18.2	0	.6
BRANFORD	53	56.0	112	113.1	21	22.1	18	18.0	204	209.2	20	21.0
BRIDGEPORT	593	593.0	432	432.0	133	134.1	87	87.0	1245	1246.1	80	80.6
BRISTOL	189	199.5	249	252.3	82	82.0	50	51.6	570	585.4	41	41.0
BROOKFIELD	72	72.5	69	72.3	16	16.0	8	8.2	165	169.0	14	14.5
BROOKLYN	34	34.9	17	18.0	4	4.0	3	3.0	58	59.9	1	1.4
CANAAN	4	4.8*	2	3.2	0	1.4*	0	0.0	6	9.4*	0	0.0
CANTERBURY	20	20.0	14	14.0	4	4.0	1	1.0	39	39.0	3	3.0
CANTON	31	31.5	44	46.1	8	10.0	7	7.0	90	94.6	9	9.0
CHAPLIN	12	12.4	0	1.4	1	1.0	0	0.0	13	14.8	0	0.0
CHESHIRE	112	113.5	131	132.7	32	32.6	21	21.0	296	299.8	22	22.5
CHESTER	13	13.5	1	2.8*	0	2.8*	0	0.0	14	19.1*	0	0.2*
CLINTON	55	55.5	81	82.7	24	25.5	16	16.8	176	180.5	13	13.0
COLCHESTER	43	43.5	40	42.5	11	12.1	11	11.0	105	109.1	7	7.0
COLEBROOK	5	6.8*	0	.2	1	1.6*	0	0.0	6	8.6*	0	0.0
COLUMBIA	25	25.5	7	7.7	4	4.0	0	.3	36	37.5	2	2.7
CORNWALL	7	8.0*	0	1.2	0	1.2*	0	0.0	7	10.4*	0	0.0
COVENTRY	46	47.0	42	42.5	14	17.1	8	8.0	110	114.6	11	11.6
CROMWELL	30	30.5	47	50.8	17	17.5	10	10.0	104	108.8	9	9.0
DANBURY	207	210.1	244	249.1	82	85.0	33	33.0	566	577.2	58	58.5
DARIEN	75	75.5	119	128.7	21	23.5	11	12.3	226	240.0	16	16.0
DEEP RIVER	18	18.5	1	2.8*	0	4.4*	0	0.0	19	25.7*	0	0.5*
DERBY	40	41.0	27	27.0	10	10.0	11	11.0	88	89.0	5	5.0
EASTFORD	9	9.0	0	1.4	1	1.0	0	0.0	10	11.4	0	0.0
EAST GRANBY	16	16.5	26	28.8	5	5.4	4	4.0	51	54.7	1	2.1

* Includes staff allocated from Committee for Shared Services (Region 7), Supervisory Combination District (Region 4), or Region 1.

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DISTRICT	TEACHERS										SUPPORT STAFF	
	ELEMENTARY		CONTENT SPECIALIST		SPECIAL EDUCATION		VOCATIONAL EDUCATION		TOTAL			
	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE
EAST HADDAM	28	28.0	28	29.3	10	10.0	6	6.0	72	73.3	4	4.5
EAST HAMPTON	42	45.8	44	46.4	15	15.5	8	8.0	109	115.7	9	11.0
EAST HARTFORD	176	179.6	169	173.7	60	61.0	42	43.6	447	457.9	42	44.7
EAST HAVEN	59	59.0	113	113.0	22	22.0	20	20.0	214	214.0	17	17.8
EAST LYME	52	52.4	104	113.4	20	20.5	12	15.1	188	201.4	17	17.0
EASTON	21	21.0	24	25.0	5	5.0	1	1.0	51	52.0	4	4.0
EAST WINDSOR	27	27.5	35	35.5	11	11.0	10	11.6	83	85.6	8	8.5
ELLINGTON	47	47.5	62	63.6	18	18.0	12	12.0	139	141.1	14	15.0
ENFIELD	152	154.5	202	203.1	55	55.0	47	47.0	456	459.6	53	53.0
ESSEX	21	21.5	2	3.9*	0	4.3*	0	0.0	23	29.7*	1	1.3
FAIRFIELD	146	154.7	207	233.4	71	81.3	31	33.5	455	502.9	43	47.4
FARMINGTON	60	62.0	87	91.8	16	17.3	14	14.6	177	185.7	13	14.6
FRANKLIN	8	9.0	4	4.5	2	2.0	0	0.0	14	15.5	1	1.4
GLASTONBURY	89	93.0	151	159.8	35	38.7	15	18.0	290	309.5	26	27.2
GRANBY	36	36.3	53	56.8	13	14.4	11	11.6	113	119.1	8	8.7
GREENWICH	160	161.7	279	294.4	66	70.2	24	24.6	529	550.9	60	69.3
GRISWOLD	38	38.7	42	42.0	14	14.6	10	10.0	104	105.3	4	4.6
GROTON	194	195.5	188	192.0	39	40.3	27	27.0	448	454.8	24	24.5
GUILFORD	86	88.5	123	132.1	17	18.0	15	15.7	241	254.3	13	13.0
HAMDEN	142	144.1	189	194.7	45	45.5	24	26.4	400	410.7	38	38.0
HAMPTON	8	9.1	0	.4	1	1.0	0	0.0	9	10.5	0	0.0
HARTFORD	563	574.6	768	775.3	313	319.9	108	111.9	1752	1781.7	61	165.9
HARTLAND	10	11.3*	0	1.4	1	2.5*	0	0.0	11	15.2*	0	0.4*
HEBRON	35	36.5*	4	6.6	7	7.0	0	0.0	46	50.1*	4	4.4
KENT	16	17.0*	4	4.9	0	2.3*	0	0.0	20	24.2*	0	0.0
KILLINGLY	65	65.0	91	91.0	22	22.0	22	22.0	200	200.0	14	14.0
LEBANON	27	27.5	39	40.2	8	8.0	10	10.6	84	86.3	5	5.4
LEDYARD	75	75.0	97	97.0	18	19.7	20	20.0	210	211.7	19	19.5
LISBON	21	21.5	7	7.0	5	5.0	0	0.0	33	33.5	1	2.0
LITCHFIELD	32	33.1	42	44.0	10	10.6	6	8.2	90	95.9	7	7.5
MADISON	68	68.5	100	102.9	22	22.0	13	13.0	203	206.4	14	15.1
MANCHESTER	158	165.0	205	211.3	56	59.9	45	45.8	464	482.0	42	45.2
MANSFIELD	35	35.5	35	37.4	8	9.4	2	2.0	80	84.3	5	5.0
MARLBOROUGH	29	31.6*	5	5.3	3	4.2	0	0.0	37	41.1*	0	1.2
MERIDEN	196	196.6	207	208.8	62	62.0	47	47.0	512	514.4	41	41.8

Appendix B

Number of Teachers and Support Staff
By School District
September 1986

	TEACHERS										SUPPORT STAFF	
	ELEMENTARY		CONTENT SPECIALIST		SPECIAL EDUCATION		VOCATIONAL EDUCATION		TOTAL			
DISTRICT	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE
MIDDLETOWN	137	139.7	111	113.0	40	41.1	29	29.0	317	322.8	21	21.0
MILFORD	189	189.5	190	191.0	45	45.0	32	32.5	456	458.0	33	33.6
MONROE	63	64.0	111	112.4	18	18.6	16	16.0	208	211.0	17	18.6
MONTVILLE	69	69.0	75	75.4	25	25.0	12	12.5	181	181.9	19	19.0
NAUGATUCK	128	129.0	125	125.0	32	33.8	26	26.0	311	313.8	23	24.8
NEW BRITAIN	184	186.5	196	199.0	104	105.6	42	42.6	526	533.7	55	57.6
NEW CANAAN	75	75.5	108	116.1	12	12.0	9	9.6	204	213.2	16	19.7
NEW FAIRFIELD	58	58.5	94	95.0	17	18.5	11	11.0	180	183.0	17	17.0
NEW HARTFORD	27	28.6*	3	4.1	3	7.7*	0	0.0	33	40.4*	0	1.3*
NEW HAVEN	500	502.6	384	384.8	165	165.8	65	65.0	1114	1118.2	73	73.0
NEWINGTON	110	111.0	117	119.3	19	20.0	23	23.5	269	273.8	22	22.0
NEW LONDON	98	99.7	93	94.7	39	40.0	19	19.0	249	253.4	14	14.0
NEW MILFORD	100	100.0	135	135.6	22	23.6	17	17.0	274	276.2	20	20.0
NEWTOWN	82	84.6	114	119.0	28	28.8	16	16.0	240	248.4	20	20.0
NORFOLK	6	8.1*	0	1.1	1	1.7*	0	0.0	7	10.9*	0	0.4*
NORTH BRANFORD	53	53.0	71	72.2	17	17.0	9	9.0	150	151.2	12	12.0
NORTH CANAAN	15	16.0*	8	8.0	1	2.6*	0	0.0	24	26.6*	0	0.0
NORTH HAVEN	74	76.5	117	118.2	28	29.6	24	24.0	243	248.3	21	23.8
N STONINGTON	23	23.0	28	28.0	5	5.0	5	5.0	61	61.0	4	4.8
NORWALK	218	218.5	354	358.5	103	106.0	47	47.5	722	730.5	51	61.9
NORWICH	141	147.6	74	74.0	36	36.0	4	4.0	255	261.6	21	21.0
OLD SAYBROOK	34	34.8	49	53.4	12	12.0	9	10.2	104	110.4	10	10.0
ORANGE	55	56.0	11	12.6	8	9.1	0	0.0	74	77.7	6	6.5
OXFORD	39	39.5	17	18.5	12	12.0	2	2.0	70	72.0	5	5.6
PLAINFIELD	77	77.0	68	68.0	19	19.0	14	14.0	178	178.0	9	9.6
PLAINVILLE	60	60.0	73	74.0	15	15.0	16	16.5	164	165.5	11	11.0
PLYMOUTH	54	54.0	48	48.6	16	16.0	11	11.6	129	130.2	10	10.0
POMFRET	18	19.5	3	4.2	2	2.4	0	0.0	23	26.1	0	1.0
PORTLAND	28	29.0	40	43.4	10	10.5	10	10.0	88	92.9	7	7.0
PRESTON	24	27.4	7	7.0	7	7.0	0	0.0	38	41.4	0	0.0
PUTNAM	44	44.0	42	42.0	8	8.0	7	7.0	101	101.0	7	7.0
REDDING	30	30.0	27	28.9	6	6.5	2	2.0	65	67.4	5	7.0
RIDGEFIELD	77	77.6	160	165.2	19	20.0	15	16.4	271	279.2	29	29.5
ROCKY HILL	41	42.5	66	66.6	14	14.0	12	12.0	133	135.1	13	13.0
SALEM	22	22.0	4	4.5	1	1.0	0	0.0	27	27.5	1	1.0

* Includes staff allocated from Committee for Shared Services (Region 7), Supervisory Combination District (Region 4), or Region 1.

DISTRICT	TEACHERS										SUPPORT STAFF	
	ELEMENTARY		CONTENT SPECIALIST		SPECIAL EDUCATION		VOCATIONAL EDUCATION		TOTAL			
	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE
SALISBURY	16	17.0*	6	7.1	0	1.5*	0	0.0	22	25.6*	0	0.0
SCOTLAND	5	5.5	0	.2	1	1.0	0	0.0	6	6.7	0	0.0
SEYMOUR	45	45.5	57	57.5	20	20.5	14	14.0	136	137.5	9	9.0
SHARON	14	15.0*	2	3.3	0	1.0*	0	0.0	16	19.3*	0	0.0
SHELTON	113	115.0	136	136.5	47	50.0	23	23.8	319	325.3	25	25.6
SHERMAN	7	7.0	10	10.0	2	2.0	0	0.0	19	19.0	1	1.6
SIMSBURY	91	93.5	136	143.0	28	28.5	18	19.2	273	284.2	25	25.0
SOMERS	29	31.7	42	44.2	12	12.0	9	9.0	92	96.9	7	7.0
SOUTHINGTON	153	157.5	186	191.4	42	43.0	45	45.4	426	437.3	31	31.8
S WINDSOR	92	93.0	118	120.5	24	25.0	24	25.2	258	263.7	21	21.0
SPRAGUE	14	15.4	1	2.4	2	2.0	0	0.0	17	19.8	0	.5
STAFFORD	36	36.5	45	45.6	9	9.0	12	12.0	102	103.1	13	13.5
STAMFORD	342	342.0	476	479.3	121	121.5	64	64.6	1003	1007.4	103	109.4
STERLING	14	15.0	3	3.0	3	3.0	0	0.0	20	21.0	0	0.0
STONINGTON	56	57.0	73	73.5	16	16.0	16	16.5	161	163.0	8	8.0
STRATFORD	158	159.0	199	202.5	36	36.0	37	38.0	430	435.5	34	34.0
SUFFIELD	32	34.4	64	69.2	12	12.6	14	14.5	122	130.7	11	11.0
THOMASTON	29	29.8	26	26.8	7	7.0	9	9.0	71	72.6	5	6.2
THOMPSON	43	43.5	31	31.0	9	9.5	7	7.0	90	91.0	7	7.0
TOLLAND	51	51.6	60	64.2	12	13.0	10	10.0	133	138.8	10	10.0
TORRINGTON	101	101.0	115	116.2	32	32.7	19	19.0	267	268.9	23	23.7
TRUMBULL	102	104.2	154	160.5	32	38.7	26	27.6	314	331.0	40	41.9
UNION	5	5.9	0	.4	0	0.0	0	0.0	5	6.3	0	0.0
VERNON	128	130.0	125	126.0	39	40.5	27	27.0	319	323.5	27	27.0
VOLUNTOWN	14	14.0	1	1.5	2	2.0	0	0.0	17	17.5	0	0.0
WALLINGFORD	171	171.8	153	154.0	35	35.0	39	39.6	398	400.4	23	23.5
WATERBURY	339	339.0	409	409.7	118	118.0	115	115.0	981	981.7	61	61.0
WATERFORD	66	67.0	96	96.5	34	34.5	19	19.0	215	217.0	21	21.0
WATERTOWN	74	75.0	102	103.5	32	33.5	16	16.0	224	228.0	21	21.5
WESTBROOK	23	24.1	26	26.0	4	4.0	4	4.0	57	58.1	4	4.0
WEST HARTFORD	174	177.0	264	282.5	56	62.5	33	35.0	527	557.0	36	36.0
WEST HAVEN	193	193.5	173	174.0	48	48.5	33	33.0	447	449.0	27	27.0
WESTON	29	33.3	71	74.3	9	10.1	4	4.8	113	122.5	11	11.0
WESTPORT	76	78.5	164	174.9	52	57.1	16	17.4	308	327.9	29	34.6
WETHERSFIELD	67	70.0	94	105.0	31	33.5	24	24.6	216	233.1	22	24.1

Appendix B (continued)

Number of Teachers and Support Staff
By School District
September 1986

	TEACHERS										SUPPORT STAFF	
	ELEMENTARY		CONTENT SPECIALIST		SPECIAL EDUCATION		VOCATIONAL EDUCATION		TOTAL			
DISTRICT	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE
WILLINGTON	25	25.6	11	11.0	5	5.0	2	2.0	43	43.6	3	3.8
WILTON	59	59.5	101	108.6	12	15.3	8	8.8	180	192.2	17	19.1
WINCHESTER	42	42.6	23	25.3	13	13.6	2	2.0	80	83.5	7	7.6
WINDHAM	85	87.1	118	120.2	31	32.8	18	18.4	252	258.5	16	17.4
WINDSOR	92	95.0	117	121.4	36	37.7	22	22.6	267	276.7	29	31.5
WINDSOR LOCKS	47	48.0	52	52.5	12	13.2	10	10.8	121	124.5	10	10.0
WOLCOTT	53	53.7	80	81.2	20	21.2	17	17.0	170	173.1	12	12.6
WOODBRIDGE	32	33.4	4	6.8	4	4.0	0	0.0	40	44.2	3	3.0
WOODSTOCK	25	25.0	9	9.0	5	5.4	0	0.0	39	39.4	1	1.0
REGION 1	4	0.0*	31	31.0	14	7.0*	10	10.0	59	48.0*	4	4.0
REGION 4	0	0.0	51	51.5	4	4.5	9	9.0	64	65.0	5	5.0
REGION 5	0	0.0	144	151.7	12	13.2	13	13.7	169	178.6	20	20.5
REGION 6	27	27.0	27	29.0	4	5.2	8	9.7	66	70.9	4	4.0
REGION 7	0	1.0*	51	51.6	7	9.2*	13	13.0	71	74.8*	5	7.0*
REGION 8	1	1.0	75	74.0*	7	7.0	15	15.0	98	97.0*	9	9.0
REGION 9	0	0.0	48	51.6	4	4.7	5	5.0	57	61.3	5	6.4
REGION 10	61	63.0	65	68.7	16	16.5	13	13.8	155	162.0	13	13.5
REGION 11	2	2.0	24	24.0	3	3.0	5	5.0	34	34.0	2	2.5
REGION 12	21	22.5	45	45.0	5	6.6	5	6.0	76	80.1	5	5.0
REGION 13	46	47.0	51	53.2	13	13.5	12	13.2	122	126.9	7	7.7
REGION 14	36	36.5	56	56.7	12	12.6	15	15.0	119	120.8	7	8.2
REGION 15	76	76.0	86	89.4	25	27.9	10	10.0	197	203.3	13	14.6
REGION 16	63	63.0	18	18.0	10	10.0	2	2.0	93	93.0	7	7.0
REGION 17	51	52.2	70	70.2	16	17.1	13	13.4	150	152.9	10	11.2
REGION 18	27	29.6	51	51.6	9	9.0	7	7.8	94	98.0	7	7.0
SUPV-COMB	0	(0.0)	5	(5.0)	12	(12.0)	0	(0.0)	17	(17.0)	1	(1.0)
SHRD SVC	1	(4.9)	0	(0.8)	9	(11.3)	0	(0.0)	10	(17.1)	3	(4.5)
TOTAL FT	11794		13996		3820		2381		31991		2563	
TOTAL FTE	12002.1		14396.5		3962.4		2441.0		32802.0		2685.5	

* Includes staff allocated from Committee for Shared Services (Region 7), Supervisory Combination District (Region 4), or Region 1.

Appendix C

Characteristics of Full-Time Teachers and Support Staff
Serving Public School Students, By School District
September 1986

DISTRICT	PCT FEMALE	PCT MA +	MEAN AGE	MEAN EXPER	PCT 1ST YR	MEAN SALARY	TEACHERS PER 1000 STUDENTS	SUPPORT STAFF PER 1000 STUDENTS
ANDOVER	73.3	60.0	41.3	9.5	13.3	$23,645	75.8	6.7
ANSONIA	60.8	76.9	42.5	15.4	1.4	$27,882	62.7	5.6
ASHFORD	77.4	61.3	39.0	9.3	6.5	$21,955	76.5	2.4
AVON	69.5	80.5	41.2	12.6	3.0	$28,078	75.0	6.0
BARKHAMSTED	87.5	75.0	42.1	11.9	0.0	$25,312	69.5	4.8
BERLIN	57.3	86.0	42.4	15.3	2.9	$29,057	67.3	4.6
BETHANY	63.0	63.0	44.1	15.0	0.0	$28,075	58.9	4.5
BETHEL	72.1	75.5	40.7	11.0	5.2	$27,550	64.1	6.5
BLOOMFIELD	68.0	58.5	43.0	14.1	1.7	$28,548	86.7	10.0
BOLTON	69.0	65.5	38.2	8.9	1.7	$22,839	72.2	5.6
BOZRAH	81.3	75.0	43.3	15.4	6.3	$24,546	76.2	2.5
BRANFORD	75.9	77.2	43.1	14.1	1.3	$27,527	64.5	6.4
BRIDGEPORT	70.5	82.6	41.8	12.5	4.9	$28,180	62.5	4.0
BRISTOL	62.5	79.3	41.9	15.0	1.2	$28,926	74.3	4.8
BROOKFIELD	67.0	69.3	41.8	11.8	5.6	$28,934	66.8	5.5
BROOKLYN	72.9	66.1	40.2	12.3	1.7	$23,779	67.6	1.9
CANAAN	83.3	16.7	28.8	3.3	33.3	$19,800	87.8	0.0
CANTERBURY	78.6	69.0	34.4	6.3	11.9	$22,157	61.2	4.1
CANTON	66.7	53.5	42.3	11.9	2.0	$27,347	79.8	7.6
CHAPLIN	92.3	46.2	35.2	9.0	0.0	$21,090	70.9	0.0
CHESHIRE	67.9	67.9	44.6	14.7	1.9	$28,995	68.0	5.0
CHESTER	78.6	71.4	44.1	13.8	0.0	$27,805	71.3	0.7
CLINTON	63.6	64.7	42.0	13.1	2.7	$25,835	73.4	5.4
COLCHESTER	67.0	83.9	40.8	13.4	0.0	$25,926	66.7	4.4
COLEBROOK	83.3	66.7	41.7	8.8	0.0	$23,296	96.7	0.0
COLUMBIA	78.9	50.0	41.6	11.6	0.0	$24,421	79.3	4.9
CORNWALL	85.7	42.9	41.4	11.4	0.0	$26,057	97.2	0.0
COVENTRY	69.4	57.9	41.3	11.8	7.4	$23,580	72.1	7.4
CROMWELL	66.4	71.7	42.2	13.8	3.5	$27,761	77.6	6.6
DANBURY	62.1	71.6	43.2	14.6	3.7	$33,051	68.0	6.6
DARIEN	59.5	88.0	44.6	14.1	4.1	$36,597	80.1	5.3
DEEP RIVER	73.7	78.9	45.5	18.4	5.3	$29,808	65.6	1.3
DERBY	58.1	89.2	41.2	15.3	6.5	$29,196	62.5	3.3
EASTFORD	60.0	70.0	38.0	12.0	0.0	$25,544	93.3	0.0
EAST GRANBY	67.3	73.1	43.2	14.0	1.9	$29,721	82.1	3.2

Appendix C (continued)

Characteristics of Full-Time Teachers and Support Staff Serving Public School Students, By School District September 1986

DISTRICT	PCT FEMALE	PCT MA +	MEAN AGE	MEAN EXPER	PCT 1ST YR	MEAN SALARY	TEACHERS PER 1000 STUDENTS	SUPPORT STAFF PER 1000 STUDENTS
EAST HADDAM	67.1	63.2	41.1	13.0	0.0	$26,516	68.5	4.3
EAST HAMPTON	69.5	80.5	40.2	10.4	3.4	$24,306	71.6	6.9
EAST HARTFORD	64.0	80.4	45.3	18.1	.2	$31,972	73.9	7.1
EAST HAVEN	57.1	67.5	43.9	16.9	3.5	$27,578	70.9	5.9
EAST LYME	61.8	69.6	43.1	13.8	1.5	$28,333	74.6	6.4
EASTON	70.9	87.3	42.4	11.5	3.6	$31,031	75.6	5.5
EAST WINDSOR	59.3	67.0	42.8	14.1	1.1	$26,789	68.0	6.7
ELLINGTON	59.5	81.0	41.4	13.9	0.0	$26,978	77.0	8.2
ENFIELD	63.3	87.6	43.0	15.7	1.2	$30,133	71.3	8.2
ESSEX	95.8	58.3	41.7	12.3	8.3	$26,476	76.9	3.4
FAIRFIELD	65.5	88.6	43.7	15.3	2.0	$34,549	79.4	7.5
FARMINGTON	66.1	61.9	40.4	12.7	6.9	$30,445	71.7	5.7
FRANKLIN	80.0	53.3	39.9	10.2	6.7	$22,732	75.5	6.7
GLASTONBURY	72.3	74.8	42.4	13.3	2.3	$30,545	66.1	5.9
GRANBY	68.6	81.8	42.2	11.8	4.1	$26,618	73.9	5.6
GREENWICH	69.7	87.2	42.7	13.2	2.2	$36,316	80.1	9.7
GRISWOLD	74.1	49.1	39.5	11.3	.9	$22,142	67.6	3.0
GROTON	67.2	58.9	43.2	14.6	1.7	$30,597	76.1	4.1
GUILFORD	72.4	85.0	42.5	12.4	3.1	$27,573	70.9	3.5
HAMDEN	67.3	60.2	45.4	16.4	.2	$31,408	76.5	7.1
HAMPTON	100.0	55.6	32.7	4.6	22.2	$19,684	70.5	0.0
HARTFORD	68.6	66.7	43.3	12.9	3.8	$30,580	72.0	6.7
HARTLAND	81.8	63.6	37.2	8.5	9.1	$19,474	77.6	2.0
HEBRON	86.0	62.0	40.9	11.0	2.0	$24,726	66.5	5.8
KENT	65.0	80.0	42.9	12.8	0.0	$27,905	87.0	0.0
KILLINGLY	62.4	56.3	40.9	11.1	7.0	$25,514	66.0	4.6
LEBANON	61.8	77.5	39.1	11.3	4.5	$23,918	74.7	4.7
LEDYARD	65.9	77.7	42.5	13.9	3.5	$27,065	70.9	6.5
LISBON	88.2	55.9	34.9	8.1	5.9	$21,312	71.4	4.3
LITCHFIELD	60.8	88.7	42.4	14.6	0.0	$29,346	80.5	6.1
MADISON	67.7	66.4	41.6	12.5	3.2	$27,387	69.1	5.2
MANCHESTER	69.4	65.1	44.0	14.8	1.6	$29,505	65.4	5.8
MANSFIELD	78.8	75.3	41.5	12.2	5.9	$27,027	82.4	4.9
MARLBOROUGH	78.4	64.9	42.8	12.5	0.0	$26,236	73.8	2.2
MERIDEN	65.3	73.2	41.6	14.4	3.4	$28,557	66.0	5.4

DISTRICT	PCT FEMALE	PCT MA +	MEAN AGE	MEAN EXPER	PCT 1ST YR	MEAN SALARY	TEACHERS PER 1000 STUDENTS	SUPPORT STAFF PER 1000 STUDENTS
MIDDLETOWN	67.8	64.8	40.9	13.4	.9	$28,077	74.8	4.4
MILFORD	71.4	85.5	43.3	14.6	3.5	$29,994	68.8	5.1
MONROE	68.0	65.3	41.7	11.8	2.7	$27,216	64.2	5.4
MONTVILLE	61.8	57.8	44.0	15.3	1.0	$28,806	67.5	7.3
NAUGATUCK	72.8	72.5	40.7	12.1	2.4	$26,517	68.4	5.3
NEW BRITAIN	66.9	81.6	44.5	17.0	3.1	$31,847	73.9	8.1
NEW CANAAN	62.1	89.0	44.9	14.7	.5	$39,981	73.5	6.8
NEW FAIRFIELD	67.0	64.0	39.3	9.4	7.1	$26,119	70.6	6.6
NEW HARTFORD	81.3	59.4	42.6	12.1	3.1	$24,644	81.9	2.7
NEW HAVEN	71.0	72.0	42.3	13.2	2.0	$26,333	66.5	4.3
NEWINGTON	61.5	72.5	45.1	17.1	1.7	$33,401	70.4	5.6
NEW LONDON	66.4	56.1	41.4	12.3	1.5	$25,548	79.3	4.4
NEW MILFORD	70.0	64.8	40.7	11.2	4.8	$27,717	64.0	4.7
NEWTOWN	68.1	66.9	42.5	12.5	3.8	$29,253	66.2	5.4
NORFOLK	71.4	85.7	51.3	20.4	0.0	$30,845	70.3	2.6
NORTH BRANFORD	68.5	84.6	41.7	13.6	2.5	$25,204	69.6	5.5
NORTH CANAAN	79.2	45.8	40.3	11.4	0.0	$24,775	81.8	0.0
NORTH HAVEN	62.1	91.3	45.8	17.7	.4	$30,008	77.0	7.3
N STONINGTON	63.1	83.1	42.1	13.8	3.1	$26,371	70.1	5.9
NORWALK	69.4	70.5	43.7	14.3	4.2	$31,123	72.8	6.2
NORWICH	78.8	85.4	42.6	13.8	2.6	$27,888	64.5	5.2
OLD SAYBROOK	62.3	66.7	44.3	14.7	3.5	$30,588	78.4	6.9
ORANGE	83.8	80.0	46.0	17.3	1.3	$31,123	72.5	6.0
OXFORD	84.0	68.0	40.9	10.9	2.7	$23,844	69.4	5.6
PLAINFIELD	65.9	62.7	39.5	10.6	10.3	$22,774	67.4	3.7
PLAINVILLE	57.7	92.0	42.3	15.9	.6	$29,504	68.7	4.4
PLYMOUTH	65.9	84.1	42.7	14.3	2.2	$26,579	65.1	5.1
POMFRET	82.6	47.8	42.3	13.8	8.7	$24,281	68.5	2.7
PORTLAND	73.7	78.9	42.5	12.9	5.3	$26,021	76.2	5.4
PRESTON	88.9	86.1	41.4	11.0	5.6	$22,546	82.3	0.0
PUTNAM	65.7	70.4	39.5	11.0	2.8	$22,795	68.8	4.8
REDDING	74.3	87.1	44.0	14.1	1.4	$31,795	76.5	7.9
RIDGEFIELD	69.0	78.3	44.6	13.6	5.0	$34,949	73.0	7.7
ROCKY HILL	68.5	79.5	41.5	13.6	.7	$30,004	74.2	7.0
SALEM	75.0	42.9	40.2	10.6	7.1	$23,395	66.7	2.4

Appendix C (continued)

Characteristics of Full-Time Teachers and Support Staff
Serving Public School Students, By School District
September 1986

DISTRICT	PCT FEMALE	PCT MA +	MEAN AGE	MEAN EXPER	PCT 1ST YR	MEAN SALARY	TEACHERS PER 1000 STUDENTS	SUPPORT STAFF PER 1000 STUDENTS
SALISBURY	72.7	77.3	43.6	14.1	0.0	$26,164	92.4	0.0
SCOTLAND	83.3	0.0	35.5	9.5	16.7	$19,492	72.6	0.0
SEYMOUR	67.6	73.1	40.9	13.6	6.9	$24,304	63.2	4.1
SHARON	75.0	68.8	39.6	11.9	6.3	$25,781	102.1	0.0
SHELTON	71.7	66.8	40.2	11.7	6.4	$24,816	67.8	5.2
SHERMAN	80.0	60.0	42.5	13.1	0.0	$28,459	96.5	8.0
SIMSBURY	68.7	91.2	42.5	13.1	1.7	$30,179	67.0	5.9
SOMERS	66.3	85.7	41.5	12.6	1.0	$25,923	75.5	5.5
SOUTHINGTON	68.4	85.5	40.8	13.1	2.9	$27,198	68.4	5.0
S WINDSOR	65.6	80.3	41.7	14.3	3.2	$29,627	71.7	5.6
SPRAGUE	88.2	58.8	46.6	16.4	0.0	$24,106	63.6	1.6
STAFFORD	76.5	84.3	39.3	10.2	6.1	$24,118	63.4	8.3
STAMFORD	68.2	85.8	43.2	13.4	4.5	$33,891	87.1	9.5
STERLING	75.0	45.0	34.1	7.5	20.0	$22,879	72.4	0.0
STONINGTON	60.9	73.4	42.5	14.8	1.2	$28,392	73.7	3.7
STRATFORD	68.0	78.2	41.9	13.8	4.1	$30,405	71.8	5.6
SUFFIELD	64.7	83.5	43.0	13.9	.8	$30,672	72.9	6.2
THOMASTON	64.5	84.2	43.3	13.9	5.3	$26,301	70.8	6.0
THOMPSON	68.0	83.5	39.7	12.0	6.2	$23,699	67.5	5.2
TOLLAND	65.5	62.0	40.6	11.3	7.7	$23,334	63.5	4.5
TORRINGTON	68.5	68.2	41.9	14.0	.3	$28,056	66.5	6.0
TRUMBULL	62.8	91.5	44.6	15.6	1.4	$32,302	65.8	8.3
UNION	80.0	40.0	34.4	4.6	0.0	$19,564	98.3	0.0
VERNON	63.7	62.8	43.1	15.4	2.3	$29,539	68.8	5.8
VOLUNTOWN	76.5	76.5	41.8	9.2	0.0	$22,102	72.3	0.0
WALLINGFORD	65.4	87.8	43.8	16.5	1.7	$28,594	64.7	3.8
WATERBURY	65.1	63.0	42.1	14.7	1.4	$31,022	73.1	4.5
WATERFORD	63.4	70.2	44.1	15.8	.9	$31,020	87.9	8.5
WATERTOWN	69.3	90.2	42.0	14.3	1.2	$27,321	75.3	6.9
WESTBROOK	65.6	73.8	40.9	10.9	3.3	$26,779	73.5	5.0
WEST HARTFORD	61.8	87.7	45.4	16.9	1.6	$36,882	74.2	4.8
WEST HAVEN	66.0	82.1	42.0	15.1	1.9	$29,327	72.3	4.3
WESTON	62.9	92.7	44.2	13.8	1.6	$37,861	75.9	6.6
WESTPORT	60.1	90.7	47.8	16.5	1.8	$39,749	86.1	8.5
WETHERSFIELD	65.1	78.6	44.6	16.9	1.3	$29,949	78.1	8.1

DISTRICT	PCT FEMALE	PCT MA +	MEAN AGE	MEAN EXPER	PCT 1ST YR	MEAN SALARY	TEACHERS PER 1000 STUDENTS	SUPPORT STAFF PER 1000 STUDENTS
WILLINGTON	82.6	47.8	38.7	10.1	0.0	$22,587	71.1	5.6
WILTON	64.5	89.3	45.4	15.0	4.1	$38,122	64.9	6.3
WINCHESTER	73.3	70.9	38.9	9.9	3.5	$22,949	69.9	6.5
WINDHAM	66.8	61.2	40.4	11.0	3.7	$23,698	68.2	4.6
WINDSOR	70.4	62.2	41.5	13.1	3.7	$28,787	67.2	7.7
WINDSOR LOCKS	54.2	61.1	44.3	16.8	.8	$30,636	73.8	5.8
WOLCOTT	61.0	56.0	41.5	14.5	2.7	$25,557	66.4	5.2
WOODBRIDGE	76.7	76.7	45.6	14.3	7.0	$29,284	66.1	4.5
WOODSTOCK	82.5	75.0	40.9	11.0	2.5	$22,438	66.2	1.7
REGION 1	49.2	65.6	39.6	11.4	3.3	$27,596	74.2	7.0
REGION 4	39.1	82.6	44.8	16.5	1.4	$30,593	84.4	6.5
REGION 5	58.0	77.7	40.9	13.1	.5	$27,993	81.8	10.2
REGION 6	61.4	72.9	43.6	14.5	2.9	$29,779	81.0	4.3
REGION 7	39.5	63.2	40.9	14.2	2.6	$28,840	75.5	7.4
REGION 8	59.8	67.3	40.2	10.3	1.9	$25,331	81.1	7.5
REGION 9	48.4	90.3	41.9	12.5	1.6	$31,829	74.5	7.7
REGION 10	67.9	86.9	39.9	11.9	2.4	$25,467	72.7	6.1
REGION 11	55.6	72.2	34.9	7.2	13.9	$21,629	94.6	7.2
REGION 12	57.5	82.5	40.9	12.1	3.8	$27,831	76.9	5.0
REGION 13	63.6	70.5	41.4	13.5	.8	$26,992	82.0	5.0
REGION 14	64.3	73.0	40.2	12.5	3.2	$29,486	72.4	4.7
REGION 15	71.0	75.7	39.3	10.8	5.2	$27,072	71.1	4.9
REGION 16	82.8	79.8	41.8	11.4	6.1	$22,436	71.6	5.4
REGION 17	63.1	74.4	41.4	12.3	3.8	$27,639	76.3	5.5
REGION 18	67.3	74.3	39.8	11.4	6.9	$26,620	76.3	5.4
SUPV-COMB	88.9	44.4	40.1	10.8	5.6	$26,147	.	.
SHRD SVC	76.9	100.0	40.6	11.2	0.0	$25,553	(1393.4)	(441.8)
TOTAL	64.3	74.9	42.6	13.8	2.9	$29,437	71.4	5.8

Note: The ratios of teachers and support staff per 1000 students have been adjusted for staff working in more than one district and for minor (second and third) assignments of personnel.

Appendix D

Number and Characteristics of Administrators
By School District
September 1986

DISTRICT	SCHOOL LEVEL	CENTRAL OFFICE	PCT FEMALE	PCT 6YR+	MEAN AGE	MEAN EXPER	MEAN SALARY	ADMIN PER 100 NONADMIN
ANDOVER	1.0	0.3*	.	.	.	.	.	6.7
ANSONIA	7.0	3.0	10.0	100.0	47.2	24.4	$43,818	7.7
ASHFORD	1.0	1.0	0.0	100.0	43.5	9.0	$37,100	6.0
AVON	10.0	5.0	13.3	86.7	48.3	20.6	$47,168	8.4
BARKHAMSTED	1.0	0.7*	.	.	.	.	.	7.7
BERLIN	10.0	3.0	23.1	92.3	45.1	16.9	$46,971	9.9
BETHANY	1.0	1.0	0.0	100.0	57.0	32.0	$45,400	7.2
BETHEL	8.0	4.0	25.0	91.7	45.1	16.8	$46,638	7.2
BLOOMFIELD	12.0	9.0	23.8	81.0	51.6	25.0	$47,492	9.0
BOLTON	3.0	1.0	25.0	75.0	43.3	13.8	$40,004	9.2
BOZRAH	1.0	0.0	0.0	100.0	42.0	19.0	$30,520	5.3
BRANFORD	9.0	7.0	25.0	68.8	47.6	17.3	$38,923	8.6
BRIDGEPORT	64.0	33.0	35.1	96.9	49.5	23.3	$45,859	7.4
BRISTOL	20.0	14.0	14.7	97.1	48.0	22.2	$43,069	6.4
BROOKFIELD	8.0	3.0	18.2	81.8	44.9	15.3	$47,375	8.4
BROOKLYN	2.0	1.0	33.3	100.0	53.3	27.7	$41,027	8.1
CANAAN	1.0	0.2*	.	.	.	.	.	12.2
CANTERBURY	1.0	1.0	50.0	100.0	45.5	21.5	$38,775	5.8
CANTON	5.0	4.0	22.2	55.6	49.4	19.7	$43,084	9.7
CHAPLIN	0.0	0.5*	.	.	.	.	.	4.5
CHESHIRE	10.0	5.0	33.3	73.3	48.6	20.3	$42,889	5.4
CHESTER	1.0	0.4*	.	.	.	.	.	7.5
CLINTON	7.0	3.0	10.0	90.0	43.2	16.2	$43,225	7.0
COLCHESTER	4.0	2.0	16.7	66.7	43.5	16.5	$43,157	7.0
COLEBROOK	1.0	0.2*	.	.	.	.	.	11.5
COLUMBIA	1.0	.6	.	.	.	.	.	5.0
CORNWALL	1.0	0.2*	.	.	.	.	.	9.2
COVENTRY	5.0	2.0	28.6	100.0	45.4	16.0	$41,365	6.9
CROMWELL	5.0	3.0	50.0	100.0	45.5	15.5	$44,351	6.8
DANBURY	32.0	22.0	25.9	94.4	48.2	19.4	$47,593	8.3
DARIEN	9.0	6.7	20.0	60.0	47.8	16.7	$54,613	10.1
DEEP RIVER	1.0	0.6*	.	.	.	.	.	6.3
DERBY	5.0	1.0	0.0	100.0	51.2	26.8	$41,824	8.9
EASTFORD	0.0+	1.0	.	.	.	.	.	10.7
EAST GRANBY	3.0	2.0	20.0	100.0	43.4	16.2	$43,856	8.8

* Proportional allocation from Supervisory Combination District 4, Committee for Shared Services (Region 7), or Regional Districts 1, 9 or 11.
\+ Superintendent/Principal

DISTRICT	SCHOOL LEVEL	CENTRAL OFFICE	PCT FEMALE	PCT 6YR+	MEAN AGE	MEAN EXPER	MEAN SALARY	ADMIN PER 100 NONADMIN
EAST HADDAM	3.0	1.0	25.0	75.0	41.3	16.3	$43,976	6.8
EAST HAMPTON	5.0	3.0	37.5	62.5	41.8	13.0	$41,830	7.0
EAST HARTFORD	19.0	9.0	10.7	85.7	52.0	26.7	$45,547	7.6
EAST HAVEN	17.0	7.0	16.7	87.5	49.6	25.5	$38,624	10.3
EAST LYME	9.0	4.0	30.8	61.5	46.0	13.1	$41,528	6.2
EASTON	2.0	0.4^A	100.0	100.0	41.0	11.0	$46,750	4.3
EAST WINDSOR	8.0	3.6	27.3	72.7	46.7	17.7	$38,406	11.6
ELLINGTON	7.0	4.0	27.3	63.6	46.4	20.7	$42,089	7.0
ENFIELD	22.0	11.0	12.1	81.8	51.4	24.7	$47,217	7.8
ESSEX	1.0	0.6^A	.	.	.	.	.	5.3
FAIRFIELD	25.1	12.7	30.6	97.2	48.9	22.8	$50,289	6.9
FARMINGTON	8.0	3.0	45.5	72.7	47.4	18.5	$50,122	6.9
FRANKLIN	0.0	1.0	.	.	.	.	.	4.7
GLASTONBURY	13.0	15.0	39.3	92.9	47.4	18.0	$47,132	8.3
GRANBY	7.0	3.0	30.0	90.0	48.8	15.5	$43,081	9.9
GREENWICH	23.0	15.0	34.2	86.8	47.6	18.2	$54,337	7.4
GRISWOLD	4.0	1.0	20.0	60.0	48.4	25.2	$40,061	5.6
GROTON	26.0	7.0	9.1	87.9	49.0	21.9	$44,590	9.3
GUILFORD	12.0	5.0	23.5	52.9	49.3	20.6	$42,446	7.2
HAMDEN	16.0	14.8	26.7	93.3	48.9	22.5	$45,089	6.8
HAMPTON	1.0	0.3^A	.	.	.	.	.	12.8
HARTFORD	95.0	34.0	26.4	6.2	48.9	20.8	$50,789	6.8
HARTLAND	0.0	1.1^A	.	.	.	.	.	7.0
HEBRON	2.0	0.8^A	0.0	100.0	47.0	25.0	$46,094	5.2
KENT	1.0	0.4^A	.	.	.	.	.	5.6
KILLINGLY	9.0	3.6	16.7	50.0	43.8	11.5	$40,206	8.4
LEBANON	3.5	1.0	0.0	100.0	48.0	19.5	$44,051	9.9
LEDYARD	10.5	3.0	15.4	92.3	43.7	19.3	$39,577	7.0
LISBON	0.0	1.0	.	.	.	.	.	2.8
LITCHFIELD	5.0	1.8	16.7	66.7	47.0	19.2	$51,767	9.9
MADISON	8.0	4.0	25.0	66.7	41.3	13.6	$45,665	7.6
MANCHESTER	23.0	8.0	22.6	83.9	48.5	20.8	$45,579	8.4
MANSFIELD	4.0	2.4	33.3	100.0	44.2	7.7	$41,287	7.2
MARLBOROUGH	1.0	0.6^A	.	.	.	.	.	3.9
MERIDEN	20.0	12.0	18.8	81.3	47.4	22.3	$44,911	7.3

Appendix D (continued)

Number and Characteristics of Administrators
By School District
September 1986

DISTRICT	SCHOOL LEVEL	CENTRAL OFFICE	PCT FEMALE	PCT 6YR+	MEAN AGE	MEAN EXPER	MEAN SALARY	ADMIN PER 100 NONADMIN
MIDDLETOWN	14.0	8.0	9.1	72.7	45.7	21.4	$44,566	6.5
MILFORD	19.0	16.0	17.1	97.1	53.5	27.7	$44,458	7.4
MONROE	9.0	2.0	18.2	72.7	48.1	22.3	$48,547	6.4
MONTVILLE	11.0	3.0	7.1	100.0	47.7	22.4	$42,103	7.8
NAUGATUCK	15.0	4.0	10.5	89.5	50.9	24.4	$41,355	6.4
NEW BRITAIN	24.0	19.0	27.9	95.3	49.3	22.4	$47,618	7.5
NEW CANAAN	11.0	4.0	20.0	86.7	50.8	21.8	$58,347	8.7
NEW FAIRFIELD	9.0	3.0	33.3	83.3	45.0	14.2	$43,542	6.5
NEW HARTFORD	2.0	1.2*	0.0	100.0	50.3	28.7	$50,927	7.9
NEW HAVEN	80.0	30.0	30.9	90.9	47.3	20.7	$45,003	9.2
NEWINGTON	10.0	9.0	15.8	78.9	48.7	20.9	$53,946	7.6
NEW LONDON	11.0	7.0	27.8	72.2	50.3	23.9	$43,562	8.8
NEW MILFORD	9.0	6.0	33.3	73.3	41.9	14.8	$43,863	6.3
NEWTOWN	10.0	4.0	14.3	78.6	46.4	18.6	$49,115	7.2
NORFOLK	1.0	0.4*	.	.	.	.	.	12.0
NORTH BRANFORD	8.0	3.0	9.1	90.9	48.9	22.5	$47,792	9.1
NORTH CANAAN	1.0	0.5*	.	.	.	.	.	5.7
NORTH HAVEN	9.0	6.0	20.0	93.3	50.6	21.9	$44,967	8.1
N STONINGTON	3.0	2.0	20.0	80.0	55.0	26.4	$37,266	9.9
NORWALK	35.0	19.0	33.3	87.0	50.6	22.0	$48,656	7.9
NORWICH	15.0	8.0	39.1	95.7	45.3	20.0	$42,453	8.2
OLD SAYBROOK	4.0	3.0	28.6	100.0	47.6	18.1	$46,974	7.8
ORANGE	4.0	3.0	57.1	85.7	49.7	23.3	$43,985	8.1
OXFORD	1.0	1.0	0.0	100.0	49.0	25.5	$39,523	2.6
PLAINFIELD	6.0	5.0	27.3	36.4	46.7	18.5	$37,848	8.4
PLAINVILLE	8.0	4.0	8.3	100.0	48.2	21.8	$43,081	9.4
PLYMOUTH	6.0	3.0	11.1	77.8	46.1	18.8	$42,323	6.5
POMFRET	0.0+	1.0	.	.	.	.	.	5.2
PORTLAND	6.0	3.0	22.2	100.0	46.3	19.1	$41,991	9.0
PRESTON	4.0	0.0	0.0	100.0	50.3	25.0	$34,998	11.3
PUTNAM	4.0	2.0	16.7	83.3	45.7	14.3	$36,416	6.5
REDDING	3.0	.3*	66.7	100.0	46.3	16.7	$50,123	4.4
RIDGEFIELD	13.0	7.0	30.0	80.0	48.1	20.7	$52,001	7.4
ROCKY HILL	5.0	3.0	0.0	87.5	48.5	21.3	$52,201	6.8
SALEM	0.0	2.0	50.0	50.0	41.0	16.5	$38,000	7.0

* Proportional allocation from Supervisory Combination District 4, Committee for Shared Services (Region 7), or Regional Districts 1, 9 or 11.
+ Superintendent/Principal

DISTRICT	SCHOOL LEVEL	CENTRAL OFFICE	PCT FEMALE	PCT 6YR+	MEAN AGE	MEAN EXPER	MEAN SALARY	ADMIN PER 100 NONADMIN
SALISBURY	1.0	0.4*	.	.	.	.	.	5.6
SCOTLAND	1.0	0.2*	.	.	.	.	.	14.6
SEYMOUR	9.0	3.0	41.7	91.7	50.7	27.6	$41,990	8.6
SHARON	1.0	0.3*	.	.	.	.	.	6.7
SHELTON	14.0	7.0	23.8	85.7	46.1	22.5	$41,442	6.9
SHERMAN	1.0	1.0	0.0	50.0	38.0	8.5	$37,833	7.6
SIMSBURY	12.5	7.0	21.1	84.2	46.9	18.0	$49,220	8.6
SOMERS	5.0	2.0	28.6	71.4	41.7	13.7	$37,962	9.4
SOUTHINGTON	18.0	11.0	20.7	75.9	50.4	24.3	$43,673	6.9
S WINDSOR	10.0	5.0	26.7	80.0	45.0	14.3	$46,129	9.6
SPRAGUE	1.0	.2	.	.	.	.	.	7.0
STAFFORD	5.0	2.0	42.9	85.7	42.0	16.9	$37,925	6.6
STAMFORD	45.0	21.0	27.3	95.5	48.2	21.1	$54,634	6.6
STERLING	0.0+	1.0	.	.	.	.	.	4.8
STONINGTON	10.0	3.0	30.8	76.9	48.3	23.4	$40,091	9.0
STRATFORD	22.0	14.0	30.6	88.9	50.1	23.0	$44,055	8.1
SUFFIELD	6.0	4.0	20.0	90.0	45.0	15.3	$45,580	8.4
THOMASTON	4.0	2.0	0.0	66.7	48.2	16.2	$39,696	9.6
THOMPSON	4.0	2.0	33.3	83.3	51.5	24.3	$37,847	7.0
TOLLAND	5.0	2.0	14.3	71.4	47.6	16.6	$43,958	8.4
TORRINGTON	9.0	4.0	15.4	84.6	46.9	21.2	$43,848	5.0
TRUMBULL	16.0	17.0	24.2	93.9	49.3	21.3	$45,507	10.7
UNION	0.0++	.1	.	.	.	.	.	8.5
VERNON	13.0	6.0	10.5	89.5	48.5	21.0	$47,231	6.9
VOLUNTOWN	0.0	1.0	.	.	.	.	.	5.7
WALLINGFORD	16.0	6.0	9.1	77.3	49.4	24.3	$43,210	8.0
WATERBURY	61.0	8.0	21.7	92.8	48.6	22.8	$41,083	7.5
WATERFORD	10.0	3.1	7.7	53.8	51.5	23.2	$48,112	6.6
WATERTOWN	10.0	3.0	15.4	84.6	48.8	20.3	$41,980	5.7
WESTBROOK	3.0	2.0	20.0	80.0	50.6	22.6	$42,913	12.8
WEST HARTFORD	21.0	21.0	31.0	52.4	46.6	18.8	$53,273	7.6
WEST HAVEN	21.0	13.0	20.6	97.1	48.5	23.9	$44,320	7.1
WESTON	5.0	3.0	50.0	100.0	47.8	16.4	$58,954	12.6
WESTPORT	14.0	5.0	21.1	100.0	47.9	18.8	$56,124	7.0
WETHERSFIELD	10.0	15.0	20.0	64.0	49.3	21.8	$45,193	9.2

* Proportional allocation from Supervisory Combination District 4, Committee for Shared Services (Region 7), or Regional Districts 1, 9 or 11.
+ Superintendent/Principal
++ Teacher/Principal

Appendix D (continued)

Number and Characteristics of Administrators
By School District
September 1986

DISTRICT	SCHOOL LEVEL	CENTRAL OFFICE	PCT FEMALE	PCT 6YR+	MEAN AGE	MEAN EXPER	MEAN SALARY	ADMIN PER 100 NONADMIN
WILLINGTON	1.0	1.0	0.0	50.0	43.0	11.5	$43,497	5.6
WILTON	11.0	5.0	43.8	81.3	52.8	22.4	$59,090	11.3
WINCHESTER	5.0	3.0	25.0	87.5	46.1	18.0	$39,760	9.6
WINDHAM	9.0	6.0	33.3	46.7	49.6	19.6	$40,973	7.6
WINDSOR	26.0	9.0	25.7	68.6	46.8	19.9	$45,940	10.7
WINDSOR LOCKS	7.0	2.0	11.1	88.9	49.4	24.8	$43,795	9.0
WOLCOTT	14.0	4.0	11.1	61.1	48.2	22.0	$40,563	10.0
WOODBRIDGE	1.0	3.0	25.0	75.0	47.0	13.8	$41,683	8.5
WOODSTOCK	1.0	1.0	0.0	50.0	56.5	33.5	$42,345	5.0
REGION 1	2.0	3.0*	20.0	100.0	49.6	18.2	$43,700	8.5
REGION 4	3.0	1.3*	0.0	100.0	42.7	11.3	$44,813	6.1
REGION 5	5.0	4.0	11.1	88.9	45.7	16.2	$53,353	11.0
REGION 6	4.0	3.0	14.3	57.1	45.7	16.6	$42,211	13.9
REGION 7	3.0	2.4*	0.0	100.0	46.8	18.0	$43,955	11.5
REGION 8	6.0	3.0	55.6	66.7	44.8	14.9	$40,110	9.2
REGION 9	3.0	2.0	20.0	60.0	49.8	23.2	$52,607	12.9
REGION 10	5.0	4.0	11.1	88.9	45.1	17.7	$44,275	6.2
REGION 11	1.0	1.8*	50.0	50.0	45.5	6.0	$38,525	10.7
REGION 12	3.0	2.0	20.0	80.0	52.0	20.2	$44,734	9.1
REGION 13	6.0	3.0	22.2	33.3	46.3	13.9	$42,648	10.1
REGION 14	6.0	3.0	22.2	66.7	45.0	14.1	$39,778	9.7
REGION 15	13.0	7.0	35.0	55.0	45.5	18.8	$44,621	8.7
REGION 16	5.0	2.0	28.6	100.0	48.1	21.3	$38,134	7.1
REGION 17	6.0	2.0	12.5	100.0	44.6	18.8	$43,603	7.2
REGION 18	6.0	3.0	44.4	88.9	50.2	21.4	$42,355	11.5
SUPV-COMB	(0.0)	(3.0)	.	66.7	46.0	18.3	$47,512	(16.7)
SHRD SVC	(0.0)	(1.0)	.	.	.	.	.	(5.5)
TOTAL	1566.0	800.9	24.0	79.7	48.1	20.8	$45,862	7.8

* Proportional allocation from Supervisory Combination District 4, Committee for Shared Services (Region 7), or Regional Districts 1, 9 or 11.

Note: Where an individual's characteristics might be identified, the data deliberately have not been reported.

Appendix E

Impact of Education Enhancement Act:
Teachers' Salary Schedules Minimum
By School District, School Year 1986-87

DISTRICT	1986-87 SALARY SCHEDULE MINIMUM ORIGINAL	ENHANCED	SALARY GROWTH	PERCENT GROWTH	NUMBER OF TEACHERS AFFECTED
ANDOVER	$18,451	$19,189	$ 738	4.0	2
ANSONIA	$15,885	$17,885	$2,000	12.6	0
ASHFORD	$14,450	$17,225	$2,775	19.2	1
AVON	$18,870	$20,000	$1,130	6.0	7
BARKHAMSTED	$16,175	$16,957	$ 782	4.8	0
BERLIN	$17,437	$20,000	$2,563	14.7	5
BETHANY	$16,039	$17,000	$ 961	6.0	0
BETHEL	$17,808	$20,000	$2,192	12.3	12
BLOOMFIELD	$19,500	$20,100	$ 600	3.1	2
BOLTON	$14,615	$20,000	$5,385	36.8	14
BOZRAH	$15,493	$20,000	$4,507	29.1	1
BRANFORD	$16,461	$18,230	$1,769	10.7	8
BRIDGEPORT	$18,000	$20,000	$2,000	11.1	104
BRISTOL	$17,531	$20,000	$2,469	14.1	1
BROOKFIELD	$19,640	$20,000	$ 360	1.8	15
BROOKLYN	$16,687	$20,000	$3,313	19.9	0
CANAAN	$16,740	$18,250	$1,510	9.0	2
CANTERBURY	$16,800	$18,400	$1,600	9.5	3
CANTON	$16,366	$20,000	$3,634	22.2	6
CHAPLIN	$15,578	$20,000	$4,422	28.4	0
CHESHIRE	$16,600	$19,200	$2,600	15.7	4
CHESTER	$17,546	$18,773	$1,227	7.0	0
CLINTON	$16,000	$18,000	$2,000	12.5	4
COLCHESTER	$14,450	$17,500	$3,050	21.1	0
COLEBROOK	$14,000	$14,369	$ 369	2.6	0
COLUMBIA	$17,000	$20,000	$3,000	17.6	5
CORNWALL	$16,740	$18,250	$1,510	9.0	0
COVENTRY	$14,538	$20,000	$5,462	37.6	7
CROMWELL	$17,567	$18,784	$1,217	6.9	1
DANBURY	$17,401	$20,000	$2,599	14.9	33
DARIEN	$20,959	$21,500	$ 541	2.6	9
DEEP RIVER	$17,546	$18,773	$1,227	7.0	1
DERBY	$20,000	$20,000	$ 0 **	0.0	2
EASTFORD	$16,311	$20,000	$3,689	22.6	0
EAST GRANBY	$18,252	$20,000	$1,748	9.6	0

* Did not apply to participate in enhancement.
** Met Minimum Salary requirement.
*** Not eligible to participate due to litigation.

Appendix E (continued)

Impact of Education Enhancement Act:
Teachers' Salary Schedules Minimum
By School District, School Year 1986-87

DISTRICT	1986-87 SALARY SCHEDULE MINIMUM ORIGINAL	ENHANCED	SALARY GROWTH	PERCENT GROWTH	NUMBER OF TEACHERS AFFECTED
EAST HADDAM	$17,451	$20,000	$2,549	14.6	4
EAST HAMPTON	$16,439	$18,220	$1,781	10.8	3
EAST HARTFORD	$19,620	$20,000	$ 380	1.9	2
EAST HAVEN	$15,118	$20,000	$4,882	32.3	23
EAST LYME	$15,185	$20,000	$4,815	31.7	15
EASTON	$19,180	$21,500	$2,320	12.1	5
EAST WINDSOR	$16,938	$18,363	$1,425	8.4	2
ELLINGTON	$17,500	$20,000	$2,500	14.3	11
ENFIELD	$19,000	$19,334	$ 334	1.8	14
ESSEX	$17,546	$18,773	$1,227	7.0	0
FAIRFIELD	$21,135	$21,424	$ 289	1.4	0
FARMINGTON	$21,658	$21,658	$ 0 **	0.0	15
FRANKLIN	$15,852	$17,926	$2,074	13.1	1
GLASTONBURY	$18,500	$20,000	$1,500	8.1	11
GRANBY	$16,222	$17,481	$1,259	7.8	3
GREENWICH	$19,494	$21,500	$2,006	10.3	10
GRISWOLD	$14,605	$20,000	$5,395	36.9	1
GROTON	$15,478	$17,739	$2,261	14.6	3
GUILFORD	$17,000	$18,000	$1,000	5.9	2
HAMDEN	$17,760	$18,487	$ 727	4.1	0
HAMPTON	$15,830	$18,977	$3,147	19.9	0
HARTFORD	$19,435	$20,000	$ 565	2.9	184
HARTLAND	$14,000	$14,000	$ 0 ***	0.0	2
HEBRON	$16,362	$18,178	$1,816	11.1	0
KENT	$16,740	$18,250	$1,510	9.0	0
KILLINGLY	$17,530	$20,000	$2,470	14.1	16
LEBANON	$16,378	$20,000	$3,622	22.1	2
LEDYARD	$17,000	$18,500	$1,500	8.8	1
LISBON	$14,652	$17,152	$2,500	17.1	1
LITCHFIELD	$18,535	$19,166	$ 631	3.4	0
MADISON	$17,500	$18,500	$1,000	5.7	10
MANCHESTER	$18,913	$19,457	$ 544	2.9	5
MANSFIELD	$17,844	$20,000	$2,156	12.1	3
MARLBOROUGH	$18,227	$19,047	$ 820	4.5	0
MERIDEN	$15,583	$19,200	$3,617	23.2	8

* Did not apply to participate in enhancement.
** Met Minimum Salary requirement.
*** Not eligible to participate due to litigation.

DISTRICT	1986-87 SALARY SCHEDULE MINIMUM ORIGINAL	ENHANCED	SALARY GROWTH	PERCENT GROWTH	NUMBER OF TEACHERS AFFECTED
MIDDLETOWN	$18,800	$20,000	$1,200	6.4	15
MILFORD	$20,062	$20,062	$ 0 **	0.0	25
MONROE	$16,354	$18,177	$1,823	11.1	7
MONTVILLE	$16,776	$20,000	$3,224	19.2	1
NAUGATUCK	$18,045	$18,721	$ 676	3.7	11
NEW BRITAIN	$19,575	$20,255	$ 680	3.5	22
NEW CANAAN	$19,914	$19,914	$ 0 *	0.0	0
NEW FAIRFIELD	$16,195	$20,000	$3,805	23.5	22
NEW HARTFORD	$16,500	$20,000	$3,500	21.2	1
NEW HAVEN	$14,173	$20,000	$5,827	41.1	57
NEWINGTON	$18,729	$20,239	$1,510	8.1	7
NEW LONDON	$15,300	$20,000	$4,700	30.7	14
NEW MILFORD	$18,700	$19,350	$ 650	3.5	7
NEWTOWN	$19,160	$19,440	$ 280	1.5	10
NORFOLK	$17,630	$17,630	$ 0 *	0.0	0
NORTH BRANFORD	$15,782	$20,000	$4,218	26.7	19
NORTH CANAAN	$16,740	$19,028	$2,288	13.7	1
NORTH HAVEN	$14,180	$18,210	$4,030	28.4	16
N STONINGTON	$14,806	$17,693	$2,887	19.5	1
NORWALK	$17,000	$21,500	$4,500	26.5	52
NORWICH	$17,339	$18,267	$ 928	5.4	3
OLD SAYBROOK	$16,973	$20,000	$3,027	17.8	2
ORANGE	$18,000	$18,000	$ 0 **	0.0	0
OXFORD	$16,382	$20,000	$3,618	22.1	6
PLAINFIELD	$17,394	$20,000	$2,606	15.0	9
PLAINVILLE	$18,500	$20,000	$1,500	8.1	5
PLYMOUTH	$14,434	$20,000	$5,566	38.6	17
POMFRET	$16,927	$19,075	$2,148	12.7	2
PORTLAND	$19,000	$20,000	$1,000	5.3	8
PRESTON	$14,882	$17,697	$2,815	18.9	1
PUTNAM	$16,520	$20,000	$3,480	21.1	8
REDDING	$17,984	$21,500	$3,516	19.6	5
RIDGEFIELD	$20,250	$20,250	$ 0 **	0.0	6
ROCKY HILL	$18,272	$20,000	$1,728	9.5	1
SALEM	$17,176	$20,000	$2,824	16.4	2

Appendix E (continued)

Impact of Education Enhancement Act:
Teachers' Salary Schedules Minimum
By School District, School Year 1986-87

DISTRICT	1986-87 SALARY SCHEDULE MINIMUM ORIGINAL	1986-87 SALARY SCHEDULE MINIMUM ENHANCED	SALARY GROWTH	PERCENT GROWTH	NUMBER OF TEACHERS AFFECTED
SALISBURY	$16,740	$18,250	$1,510	9.0	0
SCOTLAND	$15,532	$18,750	$3,218	20.7	2
SEYMOUR	$14,405	$17,203	$2,798	19.4	4
SHARON	$16,740	$18,250	$1,510	9.0	1
SHELTON	$15,352	$20,000	$4,648	30.5	48
SHERMAN	$15,958	$20,000	$4,042	25.3	1
SIMSBURY	$19,689	$20,043	$ 354	1.8	0
SOMERS	$16,243	$20,000	$3,757	23.1	11
SOUTHINGTON	$18,797	$20,000	$1,203	6.4	37
SOUTH WINDSOR	$19,000	$20,000	$1,000	5.3	22
SPRAGUE	$13,732	$17,930	$4,198	30.6	0
STAFFORD	$15,441	$18,000	$2,559	16.6	4
STAMFORD	$19,507	$21,500	$1,993	10.2	58
STERLING	$14,744	$20,000	$5,256	35.6	2
STONINGTON	$14,500	$20,000	$5,500	37.9	20
STRATFORD	$18,069	$20,000	$1,931	10.7	32
SUFFIELD	$18,440	$20,000	$1,560	8.5	1
THOMASTON	$15,682	$20,000	$4,318	27.5	9
THOMPSON	$14,975	$20,000	$5,025	33.6	13
TOLLAND	$15,014	$19,000	$3,986	26.5	9
TORRINGTON	$16,000	$20,000	$4,000	25.0	5
TRUMBULL	$19,118	$20,000	$ 882	4.6	13
UNION	$14,600	$17,300	$2,700	18.5	0
VERNON	$18,000	$20,000	$2,000	11.1	3
VOLUNTOWN	$15,777	$20,000	$4,223	26.8	2
WALLINGFORD	$17,300	$20,000	$2,700	15.6	2
WATERBURY	$17,073	$20,000	$2,927	17.1	32
WATERFORD	$16,515	$20,000	$3,485	21.1	2
WATERTOWN	$16,213	$18,106	$1,893	11.7	6
WESTBROOK	$17,310	$19,310	$2,000	11.6	1
WEST HARTFORD	$20,640	$20,640	$ 0 **	0.0	6
WEST HAVEN	$16,808	$18,404	$1,596	9.5	6
WESTON	$18,752	$21,500	$2,748	14.7	1
WESTPORT	$19,884	$21,500	$1,616	8.1	2
WETHERSFIELD	$18,318	$19,000	$ 682	3.7	1

* Did not apply to participate in enhancement.
** Met Minimum Salary requirement.
*** Not eligible to participate due to litigation.

DISTRICT	1986-87 SALARY SCHEDULE MINIMUM ORIGINAL	ENHANCED	SALARY GROWTH	PERCENT GROWTH	NUMBER OF TEACHERS AFFECTED
WILLINGTON	$15,276	$20,000	$4,724	30.9	6
WILTON	$21,303	$21,500	$ 197	0.9	0
WINCHESTER	$14,157	$17,500	$3,343	23.6	5
WINDHAM	$15,656	$20,000	$4,344	27.6	27
WINDSOR	$19,274	$20,000	$ 726	3.8	8
WINDSOR LOCKS	$18,217	$19,000	$ 783	4.3	6
WOLCOTT	$13,679	$20,000	$6,321	46.2	13
WOODBRIDGE	$18,200	$21,500	$3,300	18.1	2
WOODSTOCK	$14,682	$17,341	$2,659	18.1	1
REGION 1	$16,740	$18,250	$1,510	9.0	0
REGION 4	$17,546	$18,773	$1,227	7.0	0
REGION 5	$17,332	$19,632	$2,300	13.3	1
REGION 6	$15,094	$20,000	$4,906	32.5	9
REGION 7	$18,312	$18,876	$ 564	3.1	5
REGION 8	$17,259	$18,174	$ 915	5.3	0
REGION 9	$18,031	$21,500	$3,469	19.2	3
REGION 10	$17,550	$20,000	$2,450	14.0	19
REGION 11	$17,025	$20,058	$3,033	17.8	4
REGION 12	$18,150	$20,000	$1,850	10.2	4
REGION 13	$16,477	$18,477	$2,000	12.1	3
REGION 14	$17,674	$20,000	$2,326	13.1	6
REGION 15	$17,213	$20,000	$2,787	16.2	19
REGION 16	$16,095	$18,000	$1,905	11.8	4
REGION 17	$17,150	$18,575	$1,425	8.3	7
REGION 18	$17,750	$20,000	$2,250	12.7	19
TOTAL	$17,096	$19,369	$2,273	13.3	1496

Appendix F

Impact of Education Enhancement Act:
Salaries of Experienced Full-time Teachers
By School District, School Year 1986-87

DISTRICT	1986-87 MEDIAN SALARY ORIGINAL	1986-87 MEDIAN SALARY ENHANCED	MEDIAN SALARY GROWTH	MEDIAN PERCENT GROWTH	NUMBER OF TEACHERS
ANDOVER	$26,411	$27,996	$1,585	5.9	12
ANSONIA	$28,676	$31,110	$2,460	8.5	142
ASHFORD	$22,692	$25,197	$2,505	11.0	30
AVON	$29,608	$29,995	$ 323	1.0	156
BARKHAMSTED	$26,994	$27,776	$ 782	2.9	16
BERLIN	$30,890	$31,606	$ 716	2.1	162
BETHANY	$30,670	$31,600	$ 984	3.4	27
BETHEL	$27,830	$28,365	$ 535	2.0	212
BLOOMFIELD	$32,600	$32,859	$ 259	0.8	236
BOLTON	$24,583	$26,083	$1,500	6.2	43
BOZRAH	$26,539	$28,537	$1,998	7.5	15
BRANFORD	$30,133	$30,811	$ 516	1.8	215
BRIDGEPORT	$32,590	$34,360	$2,170	6.7	1201
BRISTOL	$31,323	$32,828	$1,590	4.8	607
BROOKFIELD	$31,201	$31,340	$ 139	0.4	163
BROOKLYN	$25,341	$27,400	$2,239	8.8	59
CANAAN	$19,350	$20,004	$ 700	3.6	4
CANTERBURY	$22,200	$25,000	$2,200	10.3	37
CANTON	$29,103	$29,903	$ 800	2.7	93
CHAPLIN	$19,250	$25,050	$4,365	26.2	13
CHESHIRE	$31,500	$32,100	$ 600	1.9	312
CHESTER	$28,688	$29,102	$ 414	1.4	14
CLINTON	$28,652	$29,822	$1,170	4.2	181
COLCHESTER	$29,485	$30,900	$1,415	4.8	111
COLEBROOK	$23,375	$23,744	$ 369	1.6	6
COLUMBIA	$26,950	$28,368	$1,418	5.3	31
CORNWALL	$27,700	$27,977	$ 300	1.0	7
COVENTRY	$24,123	$26,882	$2,501	9.8	110
CROMWELL	$29,660	$30,185	$ 527	1.8	110
DANBURY	$35,513	$35,896	$ 383	1.1	569
DARIEN	$39,156	$39,156	$ 0 **	0.0	228
DEEP RIVER	$32,525	$32,939	$ 414	1.3	18
DERBY	$30,982	$32,731	$1,764	5.6	90
EASTFORD	$26,778	$27,700	$1,652	6.1	10
EAST GRANBY	$31,897	$32,118	$ 221	0.7	51

* Did not renegotiate minimum salary.
** Met Salary Aid conditions.

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DISTRICT	1986-87 MEDIAN SALARY ORIGINAL	ENHANCED	MEDIAN SALARY GROWTH	MEDIAN PERCENT GROWTH	NUMBER OF TEACHERS
EAST HADDAM	$27,439	$28,249	$ 810	3.0	70
EAST HAMPTON	$24,153	$25,571	$1,460	6.0	113
EAST HARTFORD	$32,570	$32,980	$ 410	1.3	481
EAST HAVEN	$30,397	$32,780	$2,383	7.8	208
EAST LYME	$30,011	$30,621	$ 610	2.0	187
EASTON	$33,187	$33,204	$ 17	0.1	49
EAST WINDSOR	$29,329	$30,906	$1,558	5.4	87
ELLINGTON	$30,956	$32,250	$1,516	4.7	137
ENFIELD	$31,753	$31,753	$ 0 **	0.0	490
ESSEX	$27,224	$27,638	$ 414	1.5	22
FAIRFIELD	$35,506	$35,506	$ 0 **	0.0	487
FARMINGTON	$32,567	$32,567	$ 0 *	0.0	175
FRANKLIN	$24,475	$25,549	$1,074	4.4	14
GLASTONBURY	$32,500	$32,500	$ 0 **	0.0	299
GRANBY	$27,808	$28,818	$ 827	3.2	116
GREENWICH	$38,967	$38,967	$ 0 **	0.0	571
GRISWOLD	$22,219	$25,300	$3,066	13.7	105
GROTON	$32,983	$33,763	$ 780	2.4	463
GUILFORD	$30,500	$31,000	$ 500	1.6	250
HAMDEN	$32,478	$33,205	$ 727	2.2	431
HAMPTON	$19,596	$22,583	$3,049	15.2	9
HARTFORD	$35,788	$35,788	$ 0 **	0.0	1675
HARTLAND	$18,816	$18,816	$ 0 *	0.0	9
HEBRON	$25,907	$27,695	$1,788	6.9	49
KENT	$30,000	$30,300	$ 300	1.0	20
KILLINGLY	$28,361	$29,953	$2,057	7.1	194
LEBANON	$23,756	$25,439	$1,958	7.2	85
LEDYARD	$31,820	$33,000	$1,150	3.9	226
LISBON	$21,280	$24,956	$3,820	17.1	32
LITCHFIELD	$30,682	$31,490	$ 526	1.7	96
MADISON	$29,538	$30,180	$ 672	2.2	200
MANCHESTER	$31,282	$32,182	$ 900	2.9	490
MANSFIELD	$29,220	$31,213	$1,993	6.8	82
MARLBOROUGH	$26,342	$28,012	$1,670	6.3	36
MERIDEN	$32,546	$33,925	$1,500	4.4	534

Appendix F (continued)

Impact of Education Enhancement Act:
Salaries of Experienced Full-time Teachers
By School District, School Year 1986-87

DISTRICT	1986-87 MEDIAN SALARY ORIGINAL	1986-87 MEDIAN SALARY ENHANCED	MEDIAN SALARY GROWTH	MEDIAN PERCENT GROWTH	NUMBER OF TEACHERS
MIDDLETOWN	$30,370	$31,574	$1,204	4.0	316
MILFORD	$31,966	$31,966	$ 0 *	0.0	464
MONROE	$28,980	$29,479	$ 499	1.7	215
MONTVILLE	$31,516	$32,816	$1,300	4.1	197
NAUGATUCK	$28,832	$31,057	$2,225	7.6	313
NEW BRITAIN	$32,296	$32,976	$ 680	2.1	545
NEW CANAAN	$43,116	$43,116	$ 0 *	0.0	220
NEW FAIRFIELD	$28,178	$29,131	$ 953	3.4	169
NEW HARTFORD	$25,491	$26,889	$1,377	5.4	30
NEW HAVEN	$29,980	$32,073	$2,449	8.2	1120
NEWINGTON	$34,352	$34,591	$ 239	0.7	279
NEW LONDON	$30,000	$33,200	$3,200	10.7	241
NEW MILFORD	$29,553	$29,828	$ 275	1.0	284
NEWTOWN	$31,803	$32,255	$ 452	1.4	234
NORFOLK	$31,506	$31,506	$ 0 *	0.0	7
NORTH BRANFORD	$28,457	$29,650	$2,423	9.1	143
NORTH CANAAN	$26,000	$27,038	$1,078	4.0	23
NORTH HAVEN	$32,546	$32,743	$ 197	0.6	247
N STONINGTON	$28,344	$29,532	$1,188	4.2	62
NORWALK	$34,000	$34,650	$ 150	0.4	715
NORWICH	$29,022	$32,715	$2,301	7.4	265
OLD SAYBROOK	$33,120	$33,120	$ 0 **	0.0	111
ORANGE	$32,500	$32,500	$ 0 *	0.0	80
OXFORD	$24,286	$26,586	$2,300	9.9	68
PLAINFIELD	$23,136	$26,374	$3,291	14.0	152
PLAINVILLE	$31,600	$32,900	$1,300	4.1	168
PLYMOUTH	$30,044	$32,200	$2,156	7.2	120
POMFRET	$26,487	$27,502	$2,147	8.1	21
PORTLAND	$28,703	$30,507	$1,804	5.9	87
PRESTON	$22,170	$25,540	$3,117	13.8	37
PUTNAM	$22,880	$26,200	$3,015	14.5	97
REDDING	$33,807	$33,827	$ 20	0.1	65
RIDGEFIELD	$35,838	$35,838	$ 0 *	0.0	294
ROCKY HILL	$32,121	$32,590	$ 469	1.5	138
SALEM	$23,900	$25,350	$1,450	6.1	26

* Did not renegotiate minimum salary.
** Met Salary Aid conditions.

DISTRICT	1986-87 MEDIAN SALARY ORIGINAL	ENHANCED	MEDIAN SALARY GROWTH	MEDIAN PERCENT GROWTH	NUMBER OF TEACHERS
SALISBURY	$28,850	$29,139	$ 300	1.0	22
SCOTLAND	$22,132	$24,469	$2,256	11.1	4
SEYMOUR	$26,087	$29,087	$3,000	11.5	137
SHARON	$30,000	$30,300	$ 300	1.0	15
SHELTON	$27,512	$29,509	$1,997	7.3	289
SHERMAN	$30,541	$30,574	$ 33	0.1	17
SIMSBURY	$29,678	$30,212	$ 550	1.8	293
SOMERS	$28,854	$30,537	$1,683	5.8	88
SOUTHINGTON	$27,885	$29,048	$1,163	4.2	416
S WINDSOR	$32,115	$32,115	$ 0 AA	0.0	252
SPRAGUE	$24,127	$29,221	$2,394	9.5	17
STAFFORD	$24,372	$26,887	$2,308	10.0	111
STAMFORD	$36,004	$36,100	$ 96	0.3	1036
STERLING	$24,595	$26,506	$1,911	7.9	18
STONINGTON	$31,751	$32,330	$ 579	1.8	146
STRATFORD	$32,320	$32,848	$ 528	1.6	427
SUFFIELD	$31,943	$31,943	$ 0 AA	0.0	131
THOMASTON	$28,481	$30,365	$1,834	6.4	66
THOMPSON	$26,475	$29,754	$3,279	12.4	77
TOLLAND	$23,718	$26,793	$3,541	16.5	132
TORRINGTON	$30,164	$31,779	$1,615	5.4	284
TRUMBULL	$34,340	$34,390	$ 50	0.1	337
UNION	$20,148	$21,784	$1,636	8.1	5
VERNON	$31,350	$32,350	$1,000	3.2	339
VOLUNTOWN	$22,044	$24,303	$2,259	9.9	15
WALLINGFORD	$31,250	$32,365	$1,120	3.6	405
WATERBURY	$31,800	$31,800	$ 0 AA	0.0	991
WATERFORD	$32,322	$32,540	$ 218	0.7	231
WATERTOWN	$30,624	$31,920	$1,297	4.2	237
WESTBROOK	$26,916	$27,166	$ 250	0.9	60
WEST HARTFORD	$39,002	$39,002	$ 0 A	0.0	557
WEST HAVEN	$30,681	$32,302	$1,621	5.3	456
WESTON	$39,479	$39,485	$ 6	0.0	120
WESTPORT	$42,472	$42,495	$ 23	0.1	329
WETHERSFIELD	$31,600	$31,990	$ 390	1.2	235

Appendix F (continued)

Impact of Education Enhancement Act:
Salaries of Experienced Full-time Teachers
By School District, School Year 1986-87

DISTRICT	1986-87 MEDIAN SALARY ORIGINAL	1986-87 MEDIAN SALARY ENHANCED	MEDIAN SALARY GROWTH	MEDIAN PERCENT GROWTH	NUMBER OF TEACHERS
WILLINGTON	$25,539	$26,798	$2,357	9.2	38
WILTON	$38,052	$38,168	$ 7	0.0	194
WINCHESTER	$22,385	$24,590	$2,876	11.0	79
WINDHAM	$24,628	$26,953	$2,325	9.7	233
WINDSOR	$29,680	$29,680	$ 0 **	0.0	284
WINDSOR LOCKS	$34,043	$34,218	$ 175	0.5	124
WOLCOTT	$28,208	$30,450	$2,242	8.0	166
WOODBRIDGE	$31,600	$31,600	$ 0 **	0.0	41
WOODSTOCK	$24,542	$26,890	$2,348	9.7	38
REGION 1	$30,024	$30,761	$ 737	2.4	61
REGION 4	$32,216	$32,630	$ 414	1.3	69
REGION 5	$29,045	$29,748	$ 755	3.2	181
REGION 6	$32,710	$33,521	$ 811	2.5	61
REGION 7	$31,039	$31,977	$ 938	3.0	70
REGION 8	$25,371	$26,437	$1,058	4.2	105
REGION 9	$33,500	$33,500	$ 0 **	0.0	58
REGION 10	$28,090	$29,818	$1,659	5.5	143
REGION 11	$22,063	$23,908	$2,221	8.9	30
REGION 12	$28,574	$29,074	$ 335	1.2	74
REGION 13	$28,952	$30,110	$1,158	4.0	126
REGION 14	$30,261	$30,704	$ 443	1.5	117
REGION 15	$27,617	$28,248	$ 531	1.9	189
REGION 16	$22,766	$25,050	$2,625	13.5	94
REGION 17	$30,134	$30,742	$ 608	2.0	151
REGION 18	$30,653	$30,653	$ 0 **	0.0	80
SUPV COMB DIST	$25,540	$25,954	$ 414	1.6	17
SHARED SERV	$26,349	$31,200	$4,112	17.5	11
TOTAL	$31,117	$32,073	$ 624	2.1	32,465

* Did not renegotiate minimum salary.
** Met Salary Aid conditions.

Appendix G

Impact of Education Enhancement Act:
Staff-Pupil Ratio of Eligible School Districts,
School Year 1986-87

DISTRICT	NUMBER OF ELIGIBLE POSITIONS	NUMBER OF POSITIONS FILLED	1985-86 STAFF-PUPIL RATIO	1986-87 ENHANCED STAFF-PUPIL RATIO	PERCENT CHANGE
ANSONIA	2.0	2.0	71.5	73.7	3.0
BETHANY	1.0	-0.2	73.6	68.0	-7.6
BETHEL	3.0	3.0	72.6	75.6	4.1
BRIDGEPORT	77.0	64.0	69.0	71.6	3.8
BROOKLYN	1.0	1.0	71.6	73.2	2.2
CANTERBURY	2.0	2.0	76.9	69.1	-10.1
COLUMBIA	1.0	1.0	83.3	88.4	6.1
DANBURY	4.0	4.0	75.7	81.9	8.2
DEEP RIVER	1.0	1.0	69.8	75.5	8.2
DERBY	1.0	1.0	69.0	71.7	3.9
ESSEX	1.0	1.0	81.6	84.5	3.6
GRISWOLD	3.0	1.9	76.1	74.6	-2.0
HAMPTON	1.0	0.8	77.1	79.2	2.7
HARTFORD	40.0	40.0	84.3	85.5	1.4
KILLINGLY	6.0	6.0	71.3	76.7	7.6
LISBON	1.0	1.0	67.1	77.8	15.9
MERIDEN	1.0	1.0	75.3	76.6	1.7
NAUGATUCK	4.0	4.0	73.6	78.3	6.4
NEW HARTFORD	1.0	1.0	73.3	93.3	27.3
NEW HAVEN	44.0	44.0	75.1	77.5	3.2
NEW MILFORD	1.0	1.0	71.8	73.2	1.9
NORWALK	4.0	1.9	84.0	85.5	1.8
OXFORD	1.0	1.0	79.7	77.5	-2.8
PLYMOUTH	3.0	0.7	75.1	75.3	0.3
POMFRET	1.0	1.0	67.3	74.9	11.3
PUTNAM	3.0	3.0	74.7	78.4	5.0
SCOTLAND	1.0	1.0	74.4	83.2	11.8
SEYMOUR	3.0	2.5	71.6	73.0	2.0
SHELTON	4.0	4.0	73.3	78.2	6.7
STERLING	1.0	1.0	77.5	75.9	-2.1
WATERBURY	18.0	14.1	82.6	84.4	2.2
WINCHESTER	1.0	1.0	87.2	84.6	-3.0
WINDHAM	2.0	-2.4	79.4	78.4	-1.3
WOODSTOCK	2.0	2.0	69.6	71.3	2.4
TOTAL ENHANCED	240.0	210.3	75.2	77.8	3.7
STATE TOTAL			82.2	83.5	1.6

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